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# CAUT ACPPU BULLETIN

Canada's Voice for Academics  
La voix des universitaires du Canada

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## New Copyright Bill Harms Educators and Researchers

**B**ILL C-61, the federal government's proposed amendments to the Copyright Act, drastically restricts access to electronic documents and online material. If passed into law by Parliament, the amendments will represent a major setback for the interests of teachers, librarians, students, researchers and consumers.

"We are deeply disappointed the Conservative government caved to American entertainment industry demands and is limiting the rights of Canadians to access information and entertainment," said CAUT executive director James Turk.

The draft legislation introduced June 12 will make it more difficult for university and college teachers and students to have access to learning and research materials, according to Turk. Some of the proposed changes to the law prohibit the circumvention of digital encryption — any device or technology that prevents copying. This means material that can be copied now if in a paper format, cannot be copied for ordinary educational or research purposes, if it is in electronic format and digitally encrypted.

"In prohibiting circumvention, the proposed legislation will lock down a vast amount of digital content, preventing its use for research, education and innovation," Turk said.

"This could be the effective end of fair-dealing, the right to copy and use works for purposes such as research and private study."

The new bill will also mandate the destruction of electronic interlibrary loan and course material shortly after their initial use.

Aside from expressions of support from the international entertainment industry and their Canadian spokespersons, the introduction of Bill C-61 was greeted with widespread derision. Educational, library and consumer and student organizations have condemned the amendments and are gearing up for a long struggle as the legislation proceeds through the Parliamentary process.

Opponents of Bill C-61 are optimistic the legislation will be defeated.

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## Honouring Extraordinary Women

University of Saskatchewan professor Patricia Monture and MIT professor Jill Ker Conway win CAUT Sarah Shorten Awards

**T**HE 2007 Sarah Shorten Awards were presented at the May CAUT Council to sociologist Patricia Monture, an award-winning writer, activist and community leader and Jill Ker Conway, internationally renowned historian, best-selling author and feminist.

When CAUT established the Sarah Shorten Award in 1990, it was to recognize outstanding contributions in promoting the advancement of women in Canadian universities and colleges. The number and frequency of the award were left to the discretion of Council and the Women's Committee of CAUT.

Though of widely disparate backgrounds, Monture and Conway have worked toward similar goals in making universities more inclusive, accessible and positive places for female students and academics.

### Patricia Monture

Award recipient Patricia Monture, currently a full professor in the department of sociology at the University of Saskatchewan, has carved an outstanding path as role model, scholar and community builder and leader, following from and through her Mohawk background from the Grand River Territory.

Sarah Shorten award winner Patricia Monture, her daughter Kate (left) and friend Kim Pate (right), executive director of the Canadian Association of Elizabeth Fry Societies, at CAUT's Council meeting in Ottawa May 2.

Monture's academic interests include Aboriginal law and justice, indigenous knowledge, and criminology, particularly as they affect women.

In presenting the award, Katy Haralampides, chair of CAUT's Women's Committee, said, "Professor Monture's writing and activism concerning the advancement of Aboriginal women within the academy have enabled Aboriginal women to defend their community-based research agendas and to establish a publication record that challenges the norm, securing advancement and tenure."

Monture has authored numerous books and publications on women's issues, the criminal justice system, Aboriginal rights, child welfare and racism and in 2000 won the Saskatchewan Book of the Year award for *Journeying Forward: Dreaming First Nations' Independence*.

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# COMMENTARY TRIBUNE LIBRE

## University Rankings: A Contest No One Can Win

By ALAN RYAN

THE "LEAGUE-TABLE MENTALITY," whose malign impact on schools and universities has been much discussed recently, is an odd phenomenon. We all know — don't we? — that many, if not most, rankings make little or no sense, but the urge to compile them seems irresistible. It isn't a vice that solely afflicts the compilers of university rankings. The medieval papacy, raising money for assorted bad causes, sold indulgences that entitled purchasers to so many days' remission of their time in purgatory. The larger the sin, the higher the price. No doubt the costing was rough and ready, but it presupposed a rank order among the venial and the mortal sins that the faithful had committed and confessed to.

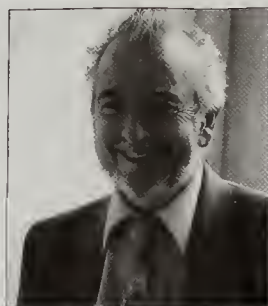
Ranking easily gets out of hand. We might find it easy to rank sins: kicking the cat is worse than sneering at the hamster, and murder is worse than speeding. But what about the greatest ages in art, the 60 greatest poems in the English language, the best seascapes in the British Isles, and all those other rankings and ratings that every newspaper is full of at the weekend? Is Charlie Parker better than Miles Davis; are they better than Paganini? Better as what? Better at what?

By the time this appears, either

Chelsea or Manchester United will have won the Champions League final. It's a safe bet that the victory of whichever side wins will have no impact on the conviction of the losing side's supporters that their side was the better side and unlucky on the day. But better at what? Not better at winning the crucial game, since that question has been settled by the score at the end of the game. More entertaining, more imaginative, more innovative, more determined — or what?

The similarity between wrangling over football rankings and wrangling over university rankings doesn't stop there. The top handful of teams in all the European competitions are the top teams because they have vastly more resources than most of their competitors. What would the table look like if it ranked teams in terms of their ability to turn financial inputs into — well, into what? If it's entertainment, 90 minutes of Chelsea and Manchester United desperately trying to avoid the one mistake that will gift victory to the other side hardly looks like value for money. If it's winning enough games to secure a title, it'd be interesting to compile a cash-discounted effectiveness table.

And that's the point about league tables. There is, in the abstract, no such



The flaw of rankings is that most universities are good at one thing or another, says Alan Ryan.

thing as a "good" let alone a "top" university because there is no agreement on the one thing that a university is there to do; there are plenty of institutions that are "good at" one thing or another; in the same way, they are "good for" different sorts of people wanting different things. Whenever a table appears that puts the universities of Oxford or Cambridge at the top yet again, a predictable chorus goes up to the effect that it is pretty easy to be a good teacher at

See UNIVERSITY RANKINGS Page A7

## Meritus University : Groupe Apollo reconnu pour la première fois au Canada

DANS SON empressément à accueillir une université privée à but lucratif à Fredericton, le gouvernement du Nouveau-Brunswick ne tient aucun compte du bilan désastreux de la société mère de l'établissement et met en péril l'avenir universitaire des étudiants, prévient l'ACPPU.

Le ministre d'Entreprises Nouveau-Brunswick, Greg Byrne, a salué l'arrivée de la Meritus University, censée ouvrir ses portes plus tard cette année, comme « un atout de plus pour le milieu d'affaires de Fredericton ».

Pour le directeur général de l'ACPPU, James Turk, qui exprime des réserves sur les établissements d'enseignement à but lucratif, l'implantation de la Meritus University ne sera bénéfique ni pour le secteur des affaires ni pour l'éducation post-secondaire dans la région.

La société mère de l'université, Apollo Group — une entreprise commerciale basée aux États-Unis qui se décrit comme « l'un des chefs de file en matière de programmes d'études supérieures pour les adultes qui travaillent », a été reconnue coupable de fraude, en janvier dernier, pour avoir induit les investisseurs en erreur en omettant de mentionner les critiques sévères que le ministère de l'Éducation américain avait formulées à l'encontre des méthodes de recrutement pra-

tiquées par l'Université de Phoenix, dont Apollo est également propriétaire.

Possédant plus de 190 campus et centres d'apprentissage aux États-Unis, à Porto Rico, en Alberta et en Colombie-Britannique, Phoenix est la plus grande université privée à but lucratif aux États-Unis, qui maintient en outre une présence en ligne globale en offrant des cybercours dans divers domaines tels que les affaires et la gestion, la justice pénale et la sécurité, les services humains et les technologies de l'information.

Selon un communiqué publié en mai par Apollo, Meritus proposera une série semblable de cours en ligne, quoique plus limitée, qui mèneront à l'obtention de baccalauréats en administration des affaires et en gestion des technologies de l'information et aussi à l'obtention d'une maîtrise en administration des affaires.

Même si elle sera établie à Fredericton, l'université dispensera des cours en ligne à l'intention « des professionnels au travail partout au Canada et à l'étranger ».

Apollo compte à l'évidence modeler Meritus à l'image des principes qui régissent l'Université de Phoenix. L'école a pour mission, selon le communiqué d'Apollo, de « favoriser un apprentissage adéquat et innovateur qui répond aux besoins des diverses

populations étudiantes, de leurs employeurs et de leurs communautés ».

« Nos gouvernements devraient s'employer davantage à soutenir financièrement et à renforcer les universités et collèges publics en place plutôt que d'ouvrir la voie à des entreprises privées qui proposent une gamme de programmes très restreinte », a observé M. Turk.

Mais ce qui est alarmant, c'est que les accusations de fraude portées contre Apollo sont presque dérisoires par rapport à la longue liste de critiques et de plaintes dirigées contre l'Université de Phoenix.

Ces dernières années, cet établissement a été amené à régler plusieurs litiges, dont une procédure de réclamation se chiffrant à 6 millions de dollars que le ministère de l'Éducation américain a déposée après que les vérificateurs de l'État eurent statué que le calendrier universitaire ne satisfaisait pas aux exigences de durée minimale ouvrant droit à l'aide financière.

En 2004, l'université a dû verser 9,8 millions de dollars au ministère pour régler les accusations selon lesquelles elle avait enfreint les lois interdisant d'offrir des incitations financières aux représentants universitaires.

Le ministère a également enjoint à



## PRESIDENT'S COLUMN

# Towards a New Coalition Movement in Higher Education



By PENNI STEWART

**I**N THIS INAUGURAL Column I want to introduce myself and briefly sketch some of the challenges facing us. I was elected vice-president of CAUT in 2007, following a long history of activism within my local association at York University, where I served in many capacities, including a three-year term as chair and most recently as one of two chief stewards of the association. My scholarly research is concerned with equity issues in universities.

Over the past year as vice-president, I have been struck by the extent and scope of CAUT's advocacy, organizing and service to its member associations. I participated in highly-successful workshops and conferences and developed an appreciation for CAUT's leadership in defending the cardinal academic values of academic freedom and academic staff control of educational decision-making within our institutions. I look forward to an exciting year as CAUT president.

Often, issues that seem entirely local and which demand response from our member

associations are manifestations of national and even international trends. One of CAUT's important roles is to monitor the changing post-secondary political and organizational environment and provide advice to members. For example, across Canada employers are coming to the bargaining table with demands for more bureaucratic and extensive performance reviews. Seized with the immediate issue, a local association may not see beyond this to the general trend and the way these demands lead to increasing corporatization and loss of collegial governance.

CAUT has been active in monitoring and responding to "free trade" agreements, including the new General Agreement on Trade in Services and other free trade agreements. In last month's *Bulletin*, we reported on a new OECD review of post-secondary education that is chilling in its embrace of performance reviews, targeted research funding and diminished institutional and professional autonomy. This is a perfect example of an international phenomenon that will have significant and detrimental local effects.

Contrary to rumours about a past golden age, life has never been easy or simple in the post-secondary sector, and there is no reason to think this will change. Chronic underfunding of higher education is now

increasingly compounded by provincial allocation schemes that funnel money to government priorities while neglecting base funding. At the same time, federal funding programs are designed to buy maximum policy leverage while contributing as little as possible to the base cost of our institutions.

Funding is increasingly performance-based and competitive and justifiable public demands for accountability have been used as a rationalization for more centralized managerial control.

The increasing reliance on targeted research and institutional funds pits institutions against each other, eroding the close bonds among academic colleagues nationally and internationally. Universities are increasingly changing their authority structure. Academic senates are increasingly dominated by administrators, and their powers diminished in favour of higher level management.

The withering of collegial governance becomes a challenge and an opportunity for our member associations. Academic staff associations become the only autonomous and collective voices for academic staff on our campuses. As a priority for our associations, defending collegial governance must join our traditional concerns with economic issues and the defense

of our teaching and research autonomy. CAUT must continue to lead in identifying and addressing these issues.

Across the country, college and university sectors are increasingly intertwined, often in new hybrid organizations. This can lead to diverse and creative joint endeavors. The danger is that governments will see this as a means to define education entirely in terms of narrow job qualifications, rather than the development of general skills, critical skills, intellectual life and citizenship.

The corresponding challenge for CAUT is to organize effectively across the entire post-secondary education sector. To this end, delegates at last month's CAUT Council meeting strongly endorsed membership applications from CUPE 3902 (Unit 3), which represents 850 part-time contract academic staff at the University of Toronto, and the Alberta Colleges and Institutes Faculties Association. With more than 6,000 members, ACIFA is part of the new face of post-secondary education. CAUT must be at the forefront of forging coalitions across the post-secondary sector, so that employers and governments cannot play us off against each other and diminish the quality and rights of academic staff in both universities and colleges. ■

## LE MOT DE LA PRÉSIDENTE

# Vers la création d'un nouveau mouvement de coalition

Par PENNI STEWART

**P**OUR MA TOUTE première rubrique dans le *Bulletin*, j'aimerais me présenter et puis esquisser brièvement certains des défis qui se posent à nous. J'ai été élue vice-présidente de l'ACPPU en 2007, après de nombreuses années de militantisme au sein de l'association du personnel académique de l'Université York, où j'ai exercé diverses fonctions, dont celles de présidente pendant trois ans et de codéputée syndicale en chef jusqu'à tout récemment. Mes activités de recherche sont orientées vers l'étude des questions d'équité dans les établissements universitaires.

L'an dernier, au cours de mon mandat de vice-présidente, j'ai été frappée par l'ampleur et la profondeur du travail de sensibilisation et de syndicalisation de l'ACPPU ainsi que des activités de service qu'elle mène auprès de ses associations membres. J'ai participé à divers ateliers et conférences qui ont remporté un vif succès, et j'ai pu me faire une meilleure idée du rôle de chef de file que l'ACPPU joue dans la défense des valeurs cardinales de la liberté académique et dans la lutte pour que le personnel académique assure le contrôle des décisions relatives aux programmes d'enseignement dans nos établissements. C'est avec un très grand enthousiasme que j'amorce ma première année à la présidence de l'ACPPU.

Il arrive souvent que des questions semblant relever de considérations purement locales et auxquelles doivent faire face nos associations membres soient symptomatiques de tendances nationales, voire internationales. L'un des rôles importants de l'ACPPU est de suivre de près l'évolution des conjonctures politique et organisationnelle qui touchent le secteur de l'enseignement postsecondaire, et de fournir des conseils à ses membres. À l'heure actuelle, par exemple, les employeurs de partout au Canada entament les négociations en cherchant à bureaucratiser et à élargir davantage le cadre d'évaluation du rendement. Confrontée au problème immédiat, une association locale pourrait ne pas reconnaître que ces exigences s'inscrivent dans le sens de la tendance générale et qu'elles constituent en fait un pas de plus vers la corporatization et la perte de la gouvernance collégiale.

L'ACPPU surveille activement l'application des divers accords de « libre-échange », dont le nouvel Accord général sur le commerce des services, et réagit en conséquence. Dans le numéro du *Bulletin* du mois dernier, nous avons rendu compte d'une nouvelle étude de l'OCDE sur le secteur de l'éducation postsecondaire, qui est assortie de recommandations fort inquiétantes sur la procédure d'évaluation du rendement, le financement de la

recherche orientée et l'atténuation de l'autonomie institutionnelle et professionnelle. Il s'agit là d'un parfait exemple d'un phénomène international qui aura de sérieuses répercussions à l'échelle locale.

Contrairement aux rumeurs évoquant une époque dorée, la vie n'a jamais été facile ni simple dans le secteur postsecondaire, et rien ne laisse croire que cette réalité changera. Le sous-financement chronique de l'éducation supérieure ne cesse de s'aggraver à cause des mécanismes provinciaux de répartition des fonds qui canalisent ceux-ci vers les priorités établies par les gouvernements sans tenir compte du financement de base. Par ailleurs, les programmes de financement fédéraux sont conçus de façon à générer un maximum de capital politique tout en contribuant le moins possible au coût de base de nos établissements.

Les moyens de financement sont de plus en plus axés sur le rendement et soumis à la concurrence. Et l'appel justifié du public à une meilleure reddition de comptes sert à légitimer la centralisation accrue du contrôle de gestion.

La dépendance croissante à l'égard des fonds de recherche parrainée par l'industrie et des fonds institutionnels oblige les établissements à se mesurer avec les autres, minant ainsi les liens étroits entre collègues universitaires tant à l'échelle nationale

qu'internationale. Les universités ne cessent de réviser leur structure d'autorité. Les sénats sont de plus en plus dominés par des administrateurs, et leurs pouvoirs diminuent à l'avantage des gestionnaires supérieurs.

L'affaiblissement de la gouvernance collégiale devient à la fois un défi et une occasion d'agir pour nos associations membres. Ces dernières deviennent les seules voix autonomes et collectives pour le personnel académique sur nos campus. Il est essentiel pour nos associations que la défense de la gouvernance collégiale soit intégrée au rang de nos préoccupations constantes pour les questions économiques et de la lutte pour la préservation de notre autonomie en enseignement et en recherche. L'ACPPU doit continuer à agir en amont et à jouer un rôle de premier plan sur tous ces fronts.

Partout au pays, l'interdépendance grandissante des secteurs des collèges et des universités donne souvent naissance à de nouveaux établissements hybrides et ouvre la porte à la création de partenariats divers et innovateurs. Le danger, toutefois, est que les gouvernements y voient un moyen de définir l'éducation uniquement en termes de compétences étroites plutôt qu'un moyen donnant droit à des compétences générales, à des connaissances spécialisées,



## NEWS ACTUALITÉS

## Apollo Gets First Recognition in Canada

### New Brunswick Approves Meritus University Programs

IN ITS RUSH to welcome a private, for-profit university to Fredericton, the New Brunswick government is ignoring the dismal record of the school's parent company, and putting students' academic futures at risk, warns CAUT.

Meritus University is scheduled to be operational later this year, a "welcomed addition to the Fredericton business community," according to Business Minister Greg Byrne.

CAUT executive director James Turk, who has expressed reservations about for-profit educational institutions, said Meritus will be neither good for business, nor post-secondary education in the community.

The university's parent company, Apollo Group, a U.S.-based corporation that describes itself as "a leading provider of higher education programs for working adults," was found guilty of fraud last January for misleading investors by not disclosing harsh criticism from the U.S. Department of Education of recruiting practices used by the University of Phoenix, which Apollo also owns.

With more than 190 campuses and learning centers in the U.S., Puerto Rico, Alberta and British Columbia, Phoenix is the largest privately-owned for-profit university in the U.S., and a ubiquitous online presence offering cyber-courses in such areas as business and management, criminal justice and security, human services and information technology.

According to a statement issued by Apollo in May, Meritus will offer a similar, but more-limited slate of online courses leading to bachelor's degrees in business administration and information

technology management and a master of business administration.

Although based in Fredericton, the school will disseminate online courses to "working professionals throughout Canada and abroad."

Apollo clearly intends to model Meritus University closely on the same principles that guide Phoenix. The school's mission, says Apollo, is to "foster relevant and innovative learning that meets the needs of diverse student populations, their employers and communities."

"Governments should be doing more to financially support and strengthen our already established public universities and colleges, not opening the doors to private providers that offer a very narrow range of programs," Turk said.

Alarmingly, the fraud charges against Apollo almost pale beside the long list of criticisms and complaints leveled at the University of Phoenix.

In recent years, the university has settled several claims, including one for \$6 million by the U.S. Department of Education, following a ruling by government auditors that the university's teaching schedule fell short of the minimum time required to qualify for financial aid.

In 2004, the university paid \$9.8 million to the department to settle allegations it had violated laws prohibiting the payment of financial incentives to admission representatives.

The department has also ordered the university to pay \$650,000 for failing to promptly refund loans and grants for students who withdrew, while a federal whistle-blower/false claims lawsuit filed in 2003, accusing the university of fraudulently obtaining hundreds of millions of dollars in

financial aid, goes to trial next year.

And using the standard employed by the department, Phoenix's overall graduation rate of 16 per cent, compared to the U.S. national rate of 55 per cent, ranks it among the lowest in the country.

Additionally, a barrage of complaints by current and former students point to too-light course-loads, a constantly changing faculty composed largely of part-time teachers, and instructional shortcuts that have prompted corporations like Intel to reconsider paying employee tuition for University of Phoenix courses and hiring its graduates.

"I fail to understand why the New Brunswick government looks at Meritus as good for the province, either from an educational or business perspective," Turk said. "Who exactly will benefit from this deal, other than Apollo's shareholders?"

According to Apollo president Brian Mueller a growing number of students are employed professionals seeking new skills and knowledge and Meritus will deliver "academic programs that are competitively-priced and market-relevant."

He also said that the province was chosen because of its positive regulatory and business environment.

"Clearly, both the New Brunswick government and Apollo Group are excited about Meritus University not because it will be providing a comprehensive education experience, but because it's good business to provide cheap courses," said Turk.

"But in the long term, maintaining a top-notch post-secondary education system cannot possibly occur without taking into account the needs of all students and teachers within the context of the wider community and setting. Meritus doesn't do that." ■

## Vers la création

☞ suite de la PAGE A3

à une vie intellectuelle et à la citoyenneté.

Pour sa part, l'ACPPU a pour défi de veiller à la syndicalisation de facto des membres du personnel académique de l'ensemble du secteur de l'enseignement post-secondaire. À cette fin, les délégués à l'Assemblée du Conseil de l'ACPPU tenue le mois dernier ont appuyé massivement les demandes d'adhésion du SCFP 3902 (unité 3), qui représente

850 employés contractuels à temps partiel à l'Université de Toronto, et de l'Alberta Colleges and Institutes Faculties Association (ACIFA). Avec plus de 6 000 membres, l'ACIFA est représentative de la nouvelle image de l'éducation postsecondaire. L'ACPPU doit être en première ligne pour former des coalitions dans tout le secteur postsecondaire, de sorte que les employeurs et les gouvernements ne puissent pas exploiter les rivalités entre nous et diminuer la qualité et les droits du personnel académique dans les universités comme dans les collèges. ■

## Copyright

☞ From PAGE A1

Sam Trosow, a copyright expert at the University of Western Ontario and a member of CAUT's Librarians Committee said MPs are vulnerable to pressure on copyright issues.

"This legislation represents a setback for the cause of balanced copyright in Canada. It is excessively complex, restricts many existing rights and offers no real protections to average Canadians. In many

ways it is even worse than the U.S. Digital Millennium Copyright Act, which has been the model for the Harper government."

CAUT will make copyright a major issue in the next general election, according to Turk.

"As we approach the election, we will do everything possible to help our member associations raise this issue with the candidates and the local media," he said.

"We will be emphasizing our concerns in our discussions with the government, the opposition parties and the national press." ■

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## Meritus

☞ suite de la PAGE A2

l'université de lui verser 650 000 \$ parce que celle-ci avait omis de rembourser sans retard le montant des prêts et bourses consentis aux étudiants qui ont abandonné leur formation. D'autre part, une poursuite intentée en 2003 en vertu du *Whistleblower/False Claims Act* (loi fédérale américaine relative aux dénonciations d'abus et de fraudes) et accusant l'université d'obtenir frauduleusement des milliers de dollars en aide financière passera en justice l'année prochaine.

Suivant la norme retenue par le ministère américain, le taux global d'obtention de diplôme de l'Université de Phoenix, établi à 16 %, comparativement au taux national de 55 %, est l'un des plus faibles aux États-Unis.

Qui plus est, une légion de plaintes d'étudiants actuels et

anciens dénoncent l'allègement excessif des charges d'enseignement, les changements continus apportés au corps professoral composé en grande partie d'enseignants à temps partiel, ainsi que les raccourcissements de cursus qui ont conduit des sociétés comme Intel à revoir leurs politiques de remboursement des frais de scolarité des employés inscrits à l'Université de Phoenix et leurs politiques d'embauche des diplômés de cet établissement.

« Je n'arrive pas à comprendre pourquoi le gouvernement du Nouveau-Brunswick considère l'arrivée de Meritus comme avantageuse pour le système éducatif ou pour le secteur des affaires de la province », s'interroge M. Turk. « À qui exactement profitera cette affaire, si ce n'est aux actionnaires d'Apollo? »

Selon le président d'Apollo, Brian Mueller, un nombre de plus en plus important d'étudiants sont des membres de professions

libérales en quête de nouvelles compétences et connaissances, et Meritus est là pour offrir à ce public des « programmes d'études universitaires utiles pour le marché et à des prix concurrentiels ».

Il ajoute que cette province a été choisie en raison de son climat réglementaire et commercial favorable.

« De toute évidence, le gouvernement du Nouveau-Brunswick et Apollo Group se réjouissent tous les deux de la mise en place de la Meritus University, non pas parce qu'elle offre un programme d'études complet, mais parce que c'est un bon moyen de dispenser des cours à bon marché », fait valoir M. Turk.

« À long terme, toutefois, on ne peut maintenir en place un système d'éducation postsecondaire de premier rang sans tenir compte des besoins de tous les étudiants et des professeurs dans le contexte de l'ensemble de la communauté. Et Meritus n'y parvient pas. » ■

## CAUT Women's Conference

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## NEWS ACTUALITÉS

### DEDICATED SERVICE AWARDS PRIX POUR SERVICES INSIGNES

#### CAUT Honours 15 for Local Service

Fifteen individuals have received CAUT's Dedicated Service Award this year. Established in 2003, the award is given in recognition of exceptional service to a local academic staff association. Recipients are nominated by their association and receive a certificate of appreciation and a CAUT lapel pin. Present winners are listed below.

#### L'ACPPU honore 15 nouveaux lauréats

L'ACPPU a attribué cette année le prix pour services insignes à quinze nouveaux lauréats. D'écrite depuis 2003, cette distinction honore des personnes qui ont fourni des services exceptionnels à leur association de personnel académique. Les lauréats, nommés par leur association, reçoivent un certificat commémoratif et une épinglette à l'effigie de l'ACPPU. Les lauréats de ce prix sont :

**Saint Mary's University**  
Victor Catano  
Ceraldine Thomas

**Université de Moncton**  
Norman Roy

**University of New Brunswick**  
John Neilson

**Mount Saint Vincent University**  
Barbara Casey  
Chris Ferns

**University of Calgary**  
John Baker

**University of Lethbridge**  
Jeremiah Allen

**University of Manitoba**  
Tom Booth  
Tommy Kucera  
Pat Nicholls  
Mark Rabbett

**University of Regina**  
Alex MacDonald  
David Senkow

**University of Western Ontario**  
Marjorie Ratcliffe

Please visit the CAUT website, [www.caut.ca](http://www.caut.ca), to see the list of past and present award winners or to download a nomination form for this award.

La liste complète des lauréats depuis l'an 2003 en plus de renseignements sur le prix pour services insignes sont accessibles sur le site Internet de l'ACPPU au [www.acppu.ca](http://www.acppu.ca).

### Saint Paul Academic Staff Union Certified

THE ASSOCIATION of Professors of Saint Paul University has won its drive to represent full-time faculty members and professional librarians at the university in Ottawa.

The Ontario Labour Relations Board formally certified the association last month, culminating a spring organizing campaign. Academic staff at Saint Paul voted by more than 2-to-1 in favour of forming a union on April 2.

"We knew the vote would be strong because so many of our members signed authorization cards supporting union representation," said theology professor Kevin Coyle, who helped coordinate the card-signing campaign. "We were very pleased to receive such a solid mandate to unionize."

Association treasurer Terry Lynn Gall said academic staff were ready to take the step to establish a union.

"Although we developed a



framework for negotiating in 2002, the employer would not agree to include a mechanism for arbitration to resolve disputes," Gall said. "As a result, this approach to negotiation proved inadequate over the years, finally leading the members to vote on formalizing our bargaining rights."

With the OLRB decision, the

association is moving forward with plans to negotiate a first contract with the university.

"Our challenge now is to keep up the momentum during contract talks," said association president John Huels. "We will be working hard over the summer to prepare our proposals and train our negotiators." ■

### La CRTO accrédite un nouveau syndicat de section académique à Saint-Paul

L'ASSOCIATION des professeurs et des professeures de l'Université Saint-Paul est sortie victorieuse de la campagne de syndicalisation qu'elle a menée ce printemps en vue de représenter les membres du corps professoral et les bibliothécaires professionnels à temps plein de cet établissement d'Ottawa.

La Commission des relations de travail de l'Ontario (CRTO) a officiellement accredité l'association le mois dernier. Le 2 avril, le personnel académique de Saint-Paul avait voté dans une proportion de plus de deux contre un en faveur de son regroupement en syndicat.

« Nous savions que nous obtiendrions un vote largement favorable car un grand nombre de

nos membres avaient signé des cartes d'autorisation faisant part de leur désir d'adhérer à un syndicat », a indiqué le professeur de théologie Kevin Coyle, qui a participé à la coordination de la campagne de souscription. « Nous sommes très heureux d'avoir reçu un mandat de représentation syndicale aussi solide. »

Selon le trésorier de l'association, Terry Lynn Gall, le moment était venu pour le personnel académique de faire les démarches nécessaires pour s'organiser en syndicat. « Nous avons élaboré en 2002 un cadre de négociation auquel notre employeur refusait d'intégrer un mécanisme d'arbitrage des différends. Cette

approche, qui s'est avérée déficiente au cours des années, a finalement incité les membres à faire reconnaître officiellement par un vote leurs droits à la négociation. »

Maintenant que la décision d'accréditation a été prononcée par la CRTO, l'association peut aller de l'avant et se préparer à négocier une première convention collective avec l'université.

« Notre défi sera de maintenir l'impulsion tout au long des négociations contractuelles », a déclaré le président de l'association, John Huels. « Nous nous attaquerons résolument, au cours de l'été, à la préparation de notre cahier de revendications et à la formation de notre équipe de négociation. » ■

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### CAUT Welcomes New Federation, New Local

THE Alberta Colleges and Institutes Faculties Association and the sessional faculty union at the University of Toronto (CUPE 3902 Unit 3) were voted into membership at CAUT's council meeting last month.

ACIFA represents the interests of more than 6,000 members of academic staff associations at 15 public colleges and institutes across Alberta and coordinates lobby and policy work with its university counterpart, the Confederation of Alberta Faculty Associations, and provincial student groups. ACIFA joins CAUT as a federated association.

"The defence of members' freedom and tenure, a commitment to equality and human rights, active political work on behalf of public post-secondary education, the nourishment of positive and productive relations with other associations and groups that work to these same ends --

all are visible objectives of ACIFA, embodied in its organizational arrangements, and reflected in its activity," CAUT's membership committee wrote in a report sent to Council delegates in April. ACIFA president Dave Purkis said his association's desire to work with CAUT on issues of national importance "led us to undertake the application for membership."

CUPE 3902 Unit 3 was certified to represent part-time contract academic staff who teach in degree programs at the UofT in August 2004, and since then has successfully negotiated two collective agreements with the university for 847 unit members.

"It is my belief that part-time contract academic staff are possibly the hardest working among all of us, not having as the rest of us do the protection of tenure with both its longevity of employment and the academic freedom that it

affords," said Abhijit Copal, who served on CAUT's membership review committee. "They have to prove themselves every semester, in every class they teach, because the security of their employment in our current system is always suspect. It is our responsibility to acknowledge the unrelenting hard work put in by part-time academic staff of the University of Toronto and to not only admit them to a forum such as ours but to welcome them."

In joining, CUPE 3902 Unit 3 becomes the 68<sup>th</sup> local member of CAUT.

"We're delighted to have ACIFA and CUPE 3902 Unit 3 joining as members," said CAUT executive director James Turk. "Their membership provides new support for our Canadianwide advocacy efforts to preserve and enhance post-secondary education for all citizens." ■



## NEWS ACTUALITÉS

## Deux femmes extraordinaires à l'honneur

Les prix Sarah-Shorten de l'ACPPU sont décernés à la professeure Patricia Monture de l'Université de la Saskatchewan et à la professeure Jill Ker Conway du Massachusetts Institute of Technology

LES PRIX SARAH-SHORTEN de 2007 ont été remis lors de l'Assemblée du Conseil de l'ACPPU tenue en mai dernier à Patricia Monture, sociologue, auteure primée, militante et chef de file communautaire, et à Jill Ker Conway, historienne, auteure à succès et féministe de renommée internationale.

L'ACPPU a créé le prix Sarah-Shorten en 1990 dans le but de reconnaître les réalisations exceptionnelles observées dans le domaine de l'avancement des femmes dans les universités et collèges canadiens. Le nombre et la fréquence des prix remis sont déterminés par le Conseil et le Comité des femmes de l'ACPPU.

Bien qu'ayant des parcours professionnels très différents, M<sup>mes</sup> Monture et Conway ont en commun de contribuer à faire des universités des lieux d'effervescence intellectuelle plus accessibles et plus accueillants pour les femmes au sein de la population étudiante et du corps professoral.

## Patricia Monture

Actuellement professeure titulaire au département de sociologie de l'Université de la Saskatchewan et forte de sa culture autochtone acquise par son appartenance à la nation Mohawk du territoire de Grand River, M<sup>me</sup> Monture s'est taillée une réputation d'excellence en tant que modèle, érudite et chef de file vouée au renforcement de la conscience communautaire.

Son œuvre et ses travaux sont consacrés notamment au droit des autochtones, à la justice en milieu autochtone, aux connaissances autochtones et à la criminologie, surtout en rapport avec les femmes.

En remettant le prix à la lauréate, la présidente du Comité des femmes de l'ACPPU, Katy Haralampides, a souligné que les écrits de la professeure Monture et son ardeur à promouvoir l'avancement des femmes universitaires autochtones ont habilité celles-ci à défendre leurs projets de recherche en milieu communautaire et à publier à un rythme exceptionnel, s'assurant ainsi l'accès à des promotions et à la permanence.

M<sup>me</sup> Monture est l'auteure de nombreux ouvrages et publications sur les questions relatives aux femmes, le système de justice pénale, les droits des autochtones, la protection de l'enfance et le racisme. En 2000, son livre *Journeying Forward: Dreaming First Nations' Independence* a remporté le Saskatchewan Book of the Year Award.

Les lettres d'appui à sa candidature font l'éloge de son engagement personnel, de sa compassion, de sa ténacité et de son dévouement infatigable. Selon l'une de ces lettres, la mise sur pied et la coordination du Centre national de la gouvernance des Premières Nations comptent parmi les réalisations des plus marquantes de M<sup>me</sup> Monture.

« À titre d'universitaire, de militante et de leader communautaire, la professeure Monture constitue un modèle extraordinaire pour beaucoup de gens et elle contribue à rendre le milieu universitaire plus intégrateur et plus accueillant pour l'ensemble des femmes », a déclaré M<sup>me</sup> Haralampides.

## Jill Ker Conway

Née en Australie, M<sup>me</sup> Conway a passé son enfance à travailler dans la ferme familiale d'élevage de

moutons. Ses études à l'Université de Sydney, d'où elle sortit diplômée en histoire et en anglais en 1958, et ultérieurement son refus d'accepter ce qu'elle considérait comme l'insularité intellectuelle et le sexisme omniprésent de sa terre natale allaient mettre en route son illustre carrière de pionnière féministe.

M<sup>me</sup> Conway a obtenu un doctorat en histoire à Harvard en 1969 et a dispensé au Canada, à partir de 1971, le premier cours d'histoire du féminisme à l'Université de Toronto. Elle a été par la suite la première femme à occuper la vice-présidence (affaires internes) de cet établissement canadien avant de devenir la première femme présidente du Smith College, le plus grand collège universitaire pour femmes aux États-Unis. Elle a été en 1972 la première présidente du comité de la condition féminine de l'ACPPU.

« En cette année où nous célébrons le 35<sup>e</sup> anniversaire de la création du Comité des femmes de l'ACPPU, nous tenons à rendre hommage à la première présidente de notre comité, Jill Ker Conway, une des grandes historiennes contemporaines et une chef de file internationale de la promotion de l'éducation supérieure des femmes », a déclaré l'ancienne présidente du Comité des femmes de l'ACPPU, Wendy Robbins, en annonçant la nomination de la lauréate.

Chercheuse invitée et professeure au programme en sciences, technologie et société du Massachusetts Institute of Technology, M<sup>me</sup> Conway détient 38 grades honorifiques et est l'auteure de plusieurs ouvrages à succès sur le féminisme et l'éducation. ■

## La censure pourrait bientôt frapper l'Université des Premières nations

L'UNIVERSITÉ des Premières Nations du Canada (UPNC) pourrait être frappée de censure par l'ACPPU si ses dirigeants ne consentent pas à faire cesser les violations graves des principes fondamentaux de gouvernance universitaire, à remédier aux problèmes constatés à l'égard de la liberté académique et à se conformer aux conventions collectives qu'ils ont négociées.

Les délégués qui ont pris part à l'assemblée printanière du Conseil tenue en mai ont voté à une très large majorité une motion demandant que l'UPNC soit frappée de censure en novembre prochain si les dispositions appropriées ne sont pas prises pour améliorer la gouvernance, restaurer la liberté académique et respecter les conventions collectives.

« La censure est une sanction extrêmement sérieuse qui est très rarement appliquée », a déclaré le directeur général de l'ACPPU, James Turk. « Mais puisque les responsables de l'UPNC ont contrevenu aux traditions les plus profondes de la gouvernance universitaire, ont passé outre aux dispositions des conventions négociées et ont porté atteinte à la liberté académique, l'ACPPU est tenue de faire tout en son pouvoir pour corriger la situation. »

L'UPNC s'est enfoncée dans une crise il y a trois ans, lorsque Morley Watson, vice-chef de la Fédération de Saskatchewan Indian Nations (FSIN) et alors président du conseil d'administration de l'université, a renvoyé plusieurs cadres administratifs sans préavis, saisi les ordinateurs centraux de l'université afin d'en copier les disques durs contenant les dossiers des professeurs et des étudiants, et éjecté de leur bureau les membres du personnel administratif.

Devant l'opposition des membres du personnel académique, des aînés de l'établissement, de l'association du personnel académique de l'Université de Regina et de l'ACPPU, la FSIN a créé un groupe de travail regroupant des chefs afin qu'il lui propose un modèle de gouvernance adéquat pour l'université. En novembre 2005, le groupe de travail a déposé son rapport, dans lequel il recommandait la formation d'un conseil d'administration beaucoup plus restreint et essentiellement indépendant de la FSIN.

M. Turk déplore que les principales recommandations du groupe de travail en matière de la gouvernance n'aient jamais été mises en œuvre, ce qui a mené à

l'amplification des problèmes.

Depuis l'intervention initiale de M. Watson, rapporte M. Turk, le recteur, deux vice-recteurs, des doyens des trois campus, plus du tiers du corps professoral et environ la moitié du personnel administratif, professionnel et technique ont été congédiés ou ont démissionné. En outre, la situation a donné lieu à une chute substantielle du nombre d'inscriptions, à une baisse des revenus tirés de travaux de recherche et de projets spéciaux ainsi qu'à une crise financière majeure.

L'association du personnel académique de l'Université de Regina a déposé 33 griefs pour des infractions à la convention collective de ses membres de l'UPNC. L'an dernier, après la conclusion des négociations relatives à la convention du personnel académique, la direction de l'établissement a annoncé ne pas disposer des ressources financières suffisantes pour mettre en œuvre les dispositions de l'entente.

Si elle devait être frappée de censure, l'UPNC éprouverait de sérieuses difficultés à recruter et à maintenir en poste du personnel et à accueillir des conférences universitaires.

« La censure signifie que les membres de la communauté universitaire tant au Canada qu'à l'étranger seront invités à ne pas accepter de poste dans l'établissement visé », explique M. Turk. « Il serait fortement encouragé à ne pas y présenter d'allocation, ni à participer de quelque autre façon que ce soit aux activités et aux conférences qui y seront tenues, et à refuser toute distinction qui pourra leur être décernée par l'université. Les organisations universitaires seront en outre incitées à ne pas y tenir d'activité. »

Les derniers cas de censure ont été imposés en 1979 contre l'Université Memorial de Terre-Neuve et l'Université de Calgary.

M. Turk a indiqué que des représentants de l'ACPPU se réuniront le 24 juin prochain avec ceux de l'UPNC pour débattre des problèmes en cause. « Nous comptons bien profiter de l'occasion de nous asseoir à la même table que les représentants de l'Université des Premières Nations en vue de trouver une solution satisfaisante pour les deux parties », a-t-il ajouté. ■

Traduit de l'article « First Nations University Facing CAUT Censure » (Bulletin de l'ACPPU, mai 2008).

## Extraordinary

From PAGE A1

Nomination letters told of tenacity, commitment, compassion, personal involvement and tireless efforts. One noted Monture's coordination and launch of the National Centre on First Nations Governance as "one of her most impressive achievements as a scholar-activist."

"As a teacher, activist and community leader, Professor Monture is an extraordinary role model for many and has made universities more inclusive and positive places for all women," Haralampides said.

## Jill Ker Conway

Born in Australia, Jill Ker Conway's childhood was spent on a sheep station; her graduation from the University of Sydney in 1958 with a degree in history and English, and subsequent rejection of her homeland's perceived intellectual insular-

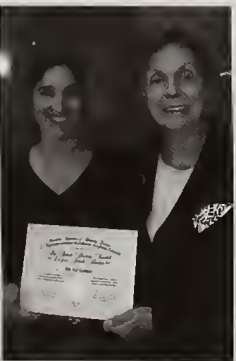
ity and rampant sexism, launched her life's course of pioneering feminist research, writing and teaching.

Conway earned a PhD in history from Harvard in 1969, taught Canada's first feminist history course starting in 1971 at the University of Toronto, and went on to become UofT's first female vice-president (internal affairs) and ultimately the first female president of Smith College, the largest women's college in the United States.

She also made a direct contribution to CAUT, serving in 1972 as the inaugural chair of the status of women committee.

"In the year that we celebrate the 35<sup>th</sup> anniversary of the founding of CAUT's women's committee, we wish to honour our first chair, Jill Ker Conway, one of the world's great historians and an international champion of women's higher education," said Wendy Robbins, the former chair of CAUT's Women's Committee, in announcing her nomination.

Visiting scholar and professor



Jill Ker Conway (right) receives her Sarah Shorten award from CAUT Women's Committee chair Katy Haralampides.

at MIT's program in science, technology and society since 1985, Conway holds 38 honorary degrees and is the author of several best-selling books on feminism and education. ■

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## A

**■ ACCOUNTING — University of Alberta.** The University of Alberta School of Business seeks an energetic and productive individual to fill the Winspear Chair in Accounting in the Department of Accounting and Management Information Systems. This leadership position requires a candidate with a strong record and demonstrated promise of continuing excellence in accounting research and teaching and he/she must hold a PhD. The Winspear Chair will lead by example in these areas and will also have a leadership role in interactions with accounting practitioners. Appointment will be at the rank of full professor with expertise in any area of accounting research and teaching. Salary and support will be commensurate with the candidate's record and is competitive with other Canadian university accounting departments/areas. The University of Alberta School of Business is one of Canada's top business schools and has an international reputation for the quality of its research. We are a leading research institu-

tive School with graduate and undergraduate teaching strongly valued and supported. Accounting faculty are among the most active researchers in the School. Strong relations with the accounting profession and the business community are also required for this Chair. The competition remains open until the position is filled. Information about the Department, the School, the University and Edmonton can be obtained at [www.business.ualberta.ca](http://www.business.ualberta.ca). Application and curriculum vitae may be forwarded to: Peter Tressen, Winspear Chair Selection Committee, Accounting and Management Information Systems Department, University of Alberta, Edmonton, AB, Canada, T6G 2R6. Phone: (780) 492-3053; Fax: (780) 492-3325; Email: [peter.tressen@ualberta.ca](mailto:peter.tressen@ualberta.ca). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from

all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

**■ ACCOUNTING — University of New Brunswick.** The University of New Brunswick, Faculty of Business Administration (FBA), Fredericton, invites applications for two tenure-track positions in Accounting. The appointments will be at the rank of Assistant Professor and will be with effect from July 1, 2008, or as soon thereafter as possible. One position is subject to final approval. Applicants must have a PhD or OBA in Accounting or in a related field. ADS with an expected completion date of August 2009 will also be considered. A demonstrated record of research or the potential for the same is required. Teaching assignments will be at the undergraduate and graduate levels. The FBA is innovative in its programs, curriculum design and outreach activities. It has more than 900 students in the undergraduate program and 100 students in the graduate program. In addition to the domestic programs, the FBA also offers its programs in partnership with institutions in Egypt, Poland, Trinidad and Tobago, and Singapore. Further information can

be viewed at [www.unb.ca](http://www.unb.ca) and [www.business.unb.ca](http://www.business.unb.ca). Applications should include a current curriculum vitae, evidence of research and teaching effectiveness (if appropriate), and the names and contact details (including email addresses) for three academic references. Application packages should be submitted to: Office of the Dean, Faculty of Business Administration, University of New Brunswick, PO Box 4400, Fredericton, NB, E3B 5A3. Phone: 506-452-6304; Email: [arnward@unb.ca](mailto:arnward@unb.ca). Applications for this position will be accepted until June 30, 2008. In the event that the position cannot be filled with a qualified, tenure-track candidate, consideration will be given to a candidate with lesser qualifications for the purpose of a term appointment. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

**■ ANATOMIC PATHOLOGY — McGill University.** The Department of Pathology of McGill University and the McGill University Health Centre (MUHC) invites applications for full-time staff positions in Anatomic Pathology. The positions are open to junior and experienced academic pathologists. The successful candidates will participate in general diagnostic work and the teaching of medical students and residents. Applicants must have at least a one year fellowship in a pathology subspecialty after completion of residency training. Opportunity for collaborative or independent research is available and encouraged. Candidates should be certified in Anatomic Pathology by the Royal College of Physicians and Surgeons of Canada or the American Board of Pathology. All qualified candidates are encouraged to apply, however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. Candidates would benefit from a working knowledge of both official languages, i.e., English and French. Please send letter of application, recent curriculum vitae and names and coordinates of at least 3 referees to: Dr. David G. Haegert, Professor and Chair, Department of Pathology, McGill University, 3775 University St., Room 606, Montreal, QC, H3A 2B4 Canada; Tel: (514) 398-7192 Ext. 00515; Fax: (514) 398-3465; Email: [laure.hendry@mcgill.ca](mailto:laure.hendry@mcgill.ca)

**■ ANTHROPOLOGY — McMaster University.** The Department of Anthropology at McMaster University invites applications for a tenure-stream faculty position in Physical Anthropology at the Assistant Professor level. We are seeking a scholar with broad training in biological anthropology. McMaster has a strong program that offers undergraduate and graduate training in health and nutrition in conflictual populations, and the anthropology of infectious diseases. We are looking for a candidate who can address the extensive range of research in biological anthropology, with particular expertise in one or more of molecular anthropology, anthropology of infectious disease, and health and nutrition. The successful candidate will be an empirical researcher with an established field-based program in an international setting. We are seeking a scholar who can collaborate with researchers in other fields within the Anthropology Department, not just within physical anthropology. The successful candidate will also be a scholar who can develop research links and collaborations beyond the department. The candidate hired will be joining a department with graduate programs in cultural anthropology, archaeology, biological anthropology, and the anthropology of health, and will have a strong tradition of collegiality and collaboration. The candidate selected for this position will be expected to teach undergraduate lecture and seminar courses in physical anthropology, contribute to MA and PhD teaching and supervision, carry out active research program leading to peer-reviewed publications, and take on administrative responsibilities. Preference will be given to candidates whose research complements and extends the department's current strengths. A PhD in Physical Anthropology at the time of hire and research experience at university-level teaching are required. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster is strongly committed to employment equity within its community and to a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications should include a curriculum vitae, the names and addresses (including email) of three referees, a statement of research interests and plans, and a statement of teaching philosophy and should be sent in electronic form, though an additional hard copy may be sent by regular mail. Letters of application should address how candidates are prepared to engage in the supervision of graduate students. Submit applications to: Audrey Gray, Chair, Department of Anthropology, McMaster University, 1280 Main Street West, Hamilton, ON, Canada, L8S 4L9; Tel: (905) 525-9140, ext. 23920; Fax: (905) 525-9993; Email: [canon@mcmastr.ca](mailto:canon@mcmastr.ca). Closing Date: September 15, 2008.

## B

**■ BIOCHEMISTRY — University of Western Ontario.** The Department of Biochemistry at the University of Western Ontario is seeking a candidate for a position as Assistant Professor in our undergraduate academic curriculum. This is a tenure-stream position in which the candidate will be expected to participate in teaching in our undergraduate programs in the Department of Biochemistry. The Department of Biochemistry currently offers a total of 18 undergraduate courses. Responsibilities of this position will include lecturing in an introductory Biochemistry and Molecular Biology course, coordinating an undergraduate laboratory course, and providing curriculum development for each of these courses. Participation in departmental committees and involvement in academic research will also be expected. The successful candidate must hold a PhD (or equivalent) in Biochemistry/Molecular Genetics. Candidates must have teaching experience at the undergraduate level that includes both lecture and laboratory-based courses. Furthermore, the candidate must have excellent interpersonal, organizational and communication skills, and be able to work with minimal supervision. Please send detailed Curriculum Vitae, a brief descrip-

## Advertising Deadlines 2008–2009 Dates limites

Deadlines to place, change, renew, or cancel your advertising material in the printed *CAUT Bulletin* are listed below. Ad space closes approximately three weeks prior to publication date. Ad placement deadlines are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad deadline, and none should be presumed executed without acknowledgment from the *Bulletin*.

Les dates limites pour réserver, modifier, renouveler ou annuler une annonce à publier dans le *Bulletin de l'ACPPU* sont indiquées ci-après. L'échéance des annonces précède d'environ trois semaines la date de parution. Les dates limites des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

ISSUE / NUMÉRO	AD DEADLINE / DATE LIMITE	PUBLICATION DATE / DATE DE PARUTION
September 2008 septembre	August 06 août 2008	August 28 août 2008
October 2008 octobre	September 03 septembre 2008	September 25 septembre 2008
November 2008 novembre	October 01 octobre 2008	October 30 octobre 2008
December 2008 décembre	November 05 novembre 2008	November 27 novembre 2008
January 2009 janvier	December 03 décembre 2008	December 25 décembre 2008
February 2009 février	January 07 janvier 2009	January 29 janvier 2009
March 2009 mars	February 04 février 2009	February 26 février 2009
April 2009 avril	March 04 mars 2009	March 26 mars 2009
May 2009 mai	April 01 avril 2009	April 30 avril 2009
June 2009 juin	May 06 mai 2009	May 28 mai 2009

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AUTRES	
Petites annonces	0,50 \$/mot

AUTRES FRAIS: GRANDES ANNONCES	
Supplément pour quadrichromie	700 \$
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Ristourne d'agence	15 %

## Publisher's Statement

The *CAUT Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. *CAUT* expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide exception for exemption from general policy stated above exists, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons. The *CAUT Policy Statement on Academic Freedom* ([http://www.caup.ca/academic\\_freedom.asp](http://www.caup.ca/academic_freedom.asp)) contains fundamental statements of principle which reflect key priorities of this organization. The *CAUT Bulletin* thereby reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to *CAUT* members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. *CAUT* publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3485; Tel: (202) 737-5500 or visit [www.aaup.org](http://www.aaup.org).

## Déclaration de l'éditeur

Le *Bulletin de l'ACPPU* n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine nationale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'invalidité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attachés politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient ouverts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées, à moins qu'elles ne soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui s'entend de faire paraître une annonce restrictive de fournir à la rédaction du *Bulletin* une déclaration expliquant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique ([http://www.caup.ca/academic\\_freedom.asp](http://www.caup.ca/academic_freedom.asp)) résume les priorités clés de cette organisation. Le comité de rédaction du *Bulletin de l'ACPPU* se réserve donc le droit de refuser de publier les annonces d'un établissement postsecondaire dans le cas où la teneur de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignent en fait celle-ci).

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. Le point de vue sur la liberté académique et le degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association américaine des professeurs universitaires enquête sur les prétendues violations de la liberté académique, il n'existe aucune méthode pour permettre de vérifier le statut de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3485; Tel: (202) 737-5500, ou de visiter [www.aaup.org](http://www.aaup.org).

CAUT ACPPU

# BULLETIN



## CAREERS CARRIÈRES

tion of teaching experience, and the names of three referees to: Dr. David Litchfield, Chair, Department of Biochemistry, Schulich School of Medicine & Dentistry, The University of Western Ontario, London, ON, Canada, N6A 5C1. Applications will be accepted until June 30, 2008. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men.

including visible minorities, aboriginal people and persons with disabilities.

■ **BUSINESS — Queen's University.** Queen's School of Business is seeking outstanding applicants for the inaugural Donald R. Sobey Professorship in International Business. The Donald R. Sobey Professorship celebrates and supports high-quality research conducted by a Queen's School of Business faculty member. The successful candidate will receive support to continue their work in the study of international business as well as have the opportunity to take a leadership role in promoting research in the School. Additional activities include supervising and mentoring graduate

students, and teaching graduate and/or undergraduate courses in international business. The primary criteria for being awarded The Donald R. Sobey Professorship is evidence of high quality, impactful research (i.e. top tier publications, publications that are extensively cited, scholarly books, doctoral student supervision, external research funding, and other significant research achievements). The position will be a tenured appointment at the rank of senior associate or full professor. The Professorship is for an initial five year term with the possibility of renewal. Compensation: Salary will be commensurate with qualifications and experience. Institution: Queen's University has a long and rich tradition of academic excellence, dating back to a royal charter granted by Queen Victoria in 1841. Queen's School of Business is one of the world's premier business schools, with an outstanding reputation for innovation and quality. Our MSc and PhD programs in Management attract highly qualified research-oriented students in seven different fields of study. Our undergraduate Commerce program has the highest entrance standards in Canada and is widely viewed as the country's best undergraduate business program. Queen's has gained international recognition for its MBA and executive education programs. BusinessWeek ranks Queen's full-time MBA #1 outside the U.S. and the Financial Times ranks our open enrollment executive education program #1 in Canada. Queen's School of Business is also home to research centers focused on business venturing, corporate social responsibility, knowledge-based enterprise and corporate governance. The School is fully accredited by AACSB International, EQUIS and the Association of MBAs. The learning environment at Queen's is supported by outstanding library and computing facilities. More information is at: [business.queensu.ca](http://business.queensu.ca). The City: Kingston, Ontario is a unique Canadian city of 125,000 with a distinct blend of history, recreation, industry and learning. Situated on the shores of Lake Ontario, it is within a two-and-a-half hour drive of Toronto, Montreal, and the nation's capital, Ottawa. Kingston is a 30-minute drive from the international bridge linking Ontario and upstate New York, and 90 minutes from Syracuse. This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. This academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at: [qufa.ca](http://qufa.ca). The appointment is subject to final budgetary approval. The closing date for applications will be July 1st, 2008, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation, teaching evaluations, and a sample publication, electronically to: [recruitment@business.queensu.ca](mailto:recruitment@business.queensu.ca). We will begin reviewing applications as received. Or: Brent Galpe, Associate Dean—Faculty, Queen's School of Business—Rm. 346 Goodes Hall, Kingston, ON, Canada, K7L 3N6.

■ **BUSINESS — Wilfrid Laurier University.** The School of Business and Economics at Wilfrid Laurier University invites applications to all ranks in Marketing, commencing July 1, 2009. The successful applicant will have a PhD in Marketing and will be required to teach and research in the area of Marketing. All areas of interest will be considered. The applicant must display a strong commitment to conducting peer-reviewed published research, and possess skills commensurate with teaching at the university level. We will consider BEds with expected completion by December 2009. Position subject to budgetary approval. For a detailed position description, visit our website at: <http://www.wlu.ca/academic/postings/bus.shtml>.

for a one-year limited term position in the Accounting area, commencing September 1, 2009. Position subject to budgetary approval. For a detailed position description, visit our website at: <http://www.wlu.ca/academic/postings/bus.shtml>.

■ **BUSINESS — Wilfrid Laurier University.** The School of Business and Economics at Wilfrid Laurier University invites applications to all ranks in Marketing, commencing July 1, 2009. The successful applicant will have a PhD in Marketing and will be required to teach and research in the area of Marketing. All areas of interest will be considered. The applicant must display a strong commitment to conducting peer-reviewed published research, and possess skills commensurate with teaching at the university level. We will consider BEds with expected completion by December 2009. Position subject to budgetary approval. For a detailed position description, visit our website at: <http://www.wlu.ca/academic/postings/bus.shtml>.

## C

■ **CHEMICAL & BIOLOGICAL ENGINEERING/MECHANICAL ENGINEERING — University of British Columbia.** Applications are invited from outstanding individuals for a faculty position at the rank of Associate Professor or Professor, with tenure, to serve as Director of the Clean Energy Research Centre at the University of British Columbia. The successful candidate's home department will be the Department of Chemical and Biological Engineering or the Department of Mechanical Engineering. The Clean Energy Research Centre (CERC) is a multidisciplinary research centre housed in the Faculty of Applied Science. CERC's goal is to explore and promote the use of sustainable energy sources and to increase efficiency and reduce emissions from more conventional energy conversion processes, through scientific discovery and engineering development of a wide range of clean energy technologies. Currently, more than 20 professors and 100 graduate students work in CERC. CERC provides state-of-the-art research facilities for the exploration of clean energy technologies. The successful candidate will be expected to hold a PhD in engineering and to either have, or be willing to pursue, registration with the Association of Professional Engineers and Geoscientists of British Columbia. The successful candidate will have a broad perspective on the future development and application of clean energy technologies; and will be expected to provide innovative leadership as CERC strives to expand existing research programs, develop new programs, build stronger alliances with industry and government, and ensure that it is placed to take full advantage of future funding opportunities. She/he will also be expected to develop a strong, externally funded research program.

and to contribute to high quality undergraduate and graduate teaching. Interested applicants should submit an application package that consists of a short biography, a curriculum vitae, a statement of interest including research priorities, a record of teaching effectiveness, and the names and contact details of four referees. The closing date for applications is September 30, 2008, and the appointment will commence as soon as it can be filled. Applications should be sent by e-mail (only Word or PDF files, set for printing on letter-size paper, should be attached) to: Chair, CERC Director Search Committee, The University of British Columbia, 5000 - 2334 Main Mall, Vancouver, BC, Canada V6T 1Z4; Email: [recruitment@apsc.ubc.ca](mailto:recruitment@apsc.ubc.ca). The position is subject to final budgetary approval. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents of Canada.

■ **CHEMICAL ENGINEERING — University of Waterloo.** The Department of Chemical Engineering at the University of Waterloo invites applications from outstanding candidates for two tenure track positions at the level of Assistant Associate, or Full Professors in all areas of chemical engineering. All applicants must demonstrate excellent research potential as well as strong undergraduate teaching interest and ability. The successful applicant will assume a normal teaching load and will be expected to teach a range of undergraduate and graduate courses in chemical engineering. He/she is also expected to contribute to the teaching and supervision of graduate students. Candidates are expected to become eligible for Professional Engineering Registration in Ontario. The Department currently has 31 full-time faculty members conducting research in the following seven theme areas: Biochemical and Biomedical Engineering, Interfacial Phenomena, Colloids and Porous Media, Green Reaction Engineering, Nanotechnology, Process Control, Statistics and Optimization, Polymer Science and Engineering, and Separation Processes. The department has a total annual enrolment of 500 undergraduate and over 130 graduate students making it one of the larger chemical engineering departments in North America. The University of Waterloo has over 23,000 students, and is consistently ranked among the top comprehensive universities in Canada. The scenic campus is part of the twin-cities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department of engineering is available at [www.uwaterloo.ca](http://www.uwaterloo.ca). Applications consisting of a curriculum vitae, a clearly outlined research program, statement of teaching interests, names and full contact information for three referees should be sent to:

## Nancy's Chair in Women's Studies

Mount Saint Vincent University (MSVU) invites applications for a visiting scholar position, affiliated with the Department of Women's Studies. Responsibilities will include involvement (both on campus and at regional universities or community women's groups) in the development of women's studies and feminist research, carrying out a research program, and teaching one course per term.

Eligible candidates will have made a significant research contribution or will have extensive community based involvement in furthering the status of women and women's issues. Applicants from all disciplines are welcome. Mid-career or senior scholars are encouraged to apply, as are international candidates. Further particulars are available on request.

The term of the appointment shall be one or two years, commencing July 1, 2009. Applications (accompanied by a curriculum vitae and the names and contact information for three references, who will not be contacted without permission) should be sent to:

Anne Duguay  
Administrative Assistant to the Dean  
Mount Saint Vincent University  
166 Bedford Highway  
Halifax, NS B3M 2J6  
E-mail: [anne.duguay@msvu.ca](mailto:anne.duguay@msvu.ca)

Applications will be considered until an appointment is made, but candidates are encouraged to apply by October 15, 2008.

MSVU is committed to the principles of employment equity and encourages applications from all qualified candidates, including women, aboriginal persons, visible minorities and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

[www.msvu.ca](http://www.msvu.ca)



# McGill

## Faculty of Medicine

## Monique H. Bourgeois Chair — Pervasive Developmental Disorder

The Faculty of Medicine at McGill University, one of the oldest and most respected in North America, is inviting applications as part of an international search for the position of Chair in Pervasive Developmental Disorder.

This position will be in the Department of Psychiatry and the aim of the endowed chair is to advance research and knowledge in autism and related disorders. The successful candidate will be an expert clinician who will conduct clinical and/or translational research in this area. We are seeking someone who will work across traditional departmental boundaries to establish interdisciplinary research programs and who will develop evidence-based approaches to introduce and evaluate new practices that will enhance the diagnosis, treatment and outcomes for people with autism and related disorders in Quebec and beyond. In addition to reporting important findings to the academic community, the chair-holder should work with community organizations to disseminate information to the general public. He or she will also take part in the training of medical residents and other professionals in the field and serve as an advocate for those who are suffering from Pervasive Developmental Disorders.

The Faculty of Medicine at McGill has a long tradition of excellence in research and teaching. The Department of Psychiatry offers a dynamic research environment with extensive inter-departmental and multi-disciplinary research collaborations. Opportunities exist to develop existing areas and build new areas of strength through recruitment. The Department participates in teaching at all levels including undergraduate, graduate and medical students, medical residents and postdoctoral and clinical fellows. Further details can be found at <http://www.mcgill.ca/psychiatry/>

Applicants should have senior academic experience with proven teaching skills. A commitment to research with an international reputation will be an important consideration. The selected candidate must hold a M.D. and be licensed, or eligible for licensure, in the Province of Quebec.

Interested applicants should email their curriculum vitae, including a list of publications and a statement of interest, along with the names, addresses and email addresses of three referees. Please indicate "Monique H. Bourgeois Chair, Pervasive Developmental Disorder" in the subject line.

The address is:

facultyaffairs.med@mcgill.ca  
c/o Dr. John A. Robson  
Faculty of Medicine  
McGill University  
3605 de la Montagne  
Montreal, QC H3G 2M1, Canada

Candidates would benefit from a working knowledge of both official languages. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

## Faculté de médecine

## Chaire Lucie et André Chagnon — une approche intégrée en matière de prévention

La Faculté de médecine de l'Université McGill, l'une des plus anciennes et des plus réputées en Amérique du Nord, lance une initiative à l'échelle internationale aux personnes désireuses d'occuper la Chaire Lucie et André Chagnon, dont l'objectif est d'élaborer une approche intégrée en matière de prévention.

Cette chaire vise à promouvoir l'enseignement des facteurs sociaux déterminants pour la santé et à intégrer cet enseignement au tronc commun de la Faculté de médecine, notamment dans le cadre des programmes de premier cycle, de résidence et de formation médicale continue. La personne retenue utilisera son mandat au point les méthodes d'enseignement appropriées pour s'assurer que les étudiants acquièrent les connaissances et compétences de base concernant les facteurs sociaux déterminants pour la santé et qu'ils adoptent les comportements souhaités à cet égard. Cette personne travaillera principalement à la Faculté de médecine, mais elle pourrait travailler dans d'autres facultés éligibles.

Les candidats doivent être des experts dans la promotion de la santé et des facteurs sociaux déterminants pour la santé, en plus de posséder des aptitudes confirmées en enseignement et en mise au point de nouveaux cours ou programmes. Parmi les domaines de compétence privilégiés, on retrouve l'incidence sur la santé de la lutte contre la pauvreté, les inégalités de revenu et les problèmes sociaux que doivent affronter les enfants.

Cette chaire, d'une durée de cinq ans, sera dotée d'un budget annuel de 400 000 \$. Le ou la titulaire travaillera dans un département de l'Université correspondant à son domaine et on lui fournira un bureau ainsi que du matériel informatique. Cette personne, qui doit faire montre d'engagement l'égard de l'éducation et de la sensibilisation de la collectivité, participera à des activités de recherche aboutissant à des publications qui seront examinées par ses pairs. La connaissance pratique du français est un atout.

Si le poste vous intéresse, envoyez votre CV par courriel, accompagné d'une liste de publications, d'une lettre de motivation et des noms, adresses et courriels de trois références. Veuillez inscrire « Chaire Lucie et André Chagnon — une approche intégrée en matière de prévention » dans la ligne de mention de l'objet.

Coordonnées :

facultyaffairs.med@mcgill.ca  
À l'attention du Dr. John A. Robson  
Faculté de médecine  
Université McGill  
3605, rue de la Montagne  
Montréal (Québec) H3G 2M1

Les candidats bénéficieraient d'une connaissance pratique des deux langues officielles. Toutes les personnes qualifiées sont invitées à poser leur candidature; cependant, conformément aux exigences du Canada en matière d'immigration, la priorité sera accordée aux citoyens canadiens et aux résidents permanents du Canada. L'Université McGill s'engage pleinement à l'équité en matière d'emploi.

[www.mcgill.ca](http://www.mcgill.ca)





# CAREERS CARRIÈRES

**Professor I.A. Duer, Chair, Department of Chemical Engineering, University of Waterloo, 200 University Ave., Waterloo, Ontario, Canada N2L 3G1.** Applications will be received until the positions are filled. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Waterloo is an equal opportunity institution from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

**■ CHEMISTRY — McGill University.** Applications are invited for a tenure track position (any rank) in Organic Chemistry with an emphasis in Biological Chemistry/Chemical Biology. Candidates should have a PhD degree with postdoctoral experience, proven research ability and a strong commitment to teaching. The Department wishes to build on its current strengths in bioorganic chemistry, drug design, natural products, green chemistry, catalysis and computational chemistry. The successful candidate will be expected to teach undergraduate and graduate courses and to establish a vigorous research program. All candidates must register online at: <http://www.chemistry.mcgill.ca/organicsearch> and send hard copies of a curriculum vitae, three research proposals, a statement of research experience and interests, and arrange to have at least three letters of recommendation sent, to: Organic Chemistry Search Committee, Department of Chemistry, McGill University, 801 Sherbrooke St West, Montreal, Quebec, H3A 2K6, Canada. Review of applications will begin immediately. The expected start date is July 1, 2009. Salary will be negotiable, according to qualifications and experience. Information about McGill University and the Department of Chemistry may be found on our Website at <http://www.chemistry.mcgill.ca>. Candidates are encouraged to apply, however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of colour, and persons of various sexual orientations and gender identities and others who may contribute to further diversification.

**■ CHEMISTRY — McGill University.** Applications are invited for a tenure track Assistant Professor position in Green Chemistry. Applications from more senior candidates may be considered. Candidates should have a PhD degree with postdoctoral experience, proven research ability, and a strong commitment to teach undergraduate and graduate courses and to establish a vigorous research program. All candidates must register online at: <http://www.chemistry.mcgill.ca/greensearch> and send hard copies of a curriculum vitae, three research proposals, a statement of teaching experience and interests, and arrange to have at least three letters of recommendation sent, to: Green Chemistry Search Committee, Department of Chemistry, McGill University, 801 Sherbrooke St West, Montreal, Quebec, H3A 2K6, Canada. Review of applications will begin immediately. The expected start date is July 1, 2009. Salary will be negotiable, according to qualifications and experience. Information about McGill University and the Department of Chemistry may be found on our Website at <http://www.chemistry.mcgill.ca>. All qualified applicants are encouraged to apply, however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of colour, and persons of various sexual orientations and gender identities and others who may contribute to further diversification.

**■ CIVIL & ENVIRONMENTAL ENGINEERING — University of Waterloo.** The Department of Civil and Environmental Engineering at the University of Waterloo is seeking applications for several tenure-track and tenure faculty positions in all areas of civil, environmental, and geological engineering, to support undergraduate teaching and research in sustainable development. We are particularly interested in candidates with strong backgrounds in computational modeling, statistical risk evaluation and assessment of large scale systems, and sustainability to complement the department's strength in traditional areas of geomechanics, structures/materials/transportation, water resources and environment. Preference will be given to candidates in the following priority areas identified in the course of the department's planning process: (1) Civil infrastructure management, financing and public policy, with preferred expertise in areas such as lifecycle environmental impact and cost analysis, risk-based quantitative policy analysis, multipurpose infrastructure asset valuation and alternative governance mechanisms for delivery of infrastructure services; (2) Transport, environment and sustainability, with experience in designing environmentally sustainable transport scenarios. Candidates will have an established record of research focusing on urban transportation systems from the broad and integrative perspective of sustainability in its technological, economic, environmental, and political-institutional dimensions; (3) Regional-scale modeling and/or management, with a focus on the environment and water resources issues such as hydrology, climate change, air quality, impact of land use change and sustainable growth; (4) Strong quantitative interdisciplinary cooperative activities are necessary. Expertise in spatial analysis, regional-scale modeling and/or informatics with a focus on applications in civil and environmental engineering is required. Ability to teach GIS at the undergraduate level is essential. (4) Building physics, with required expertise in heat, air and mass transfer in buildings, building systems and materials, including the durability, health and energy performance of buildings. Expertise in global energy issues and lifecycle optimization for low energy consumption and pollution is an asset. The individual selected will be expected to contribute to the department's undergraduate engineering science, and senior-level courses in building physics, and to pursue collaborative research with the School of Architecture at this University of Waterloo. Applicants should have or expect to receive a

PhD in civil engineering or a closely related field and have a strong commitment to teaching and research. Successful candidates for these positions will be required to have licensed professional engineers in their students' work, where appropriate. A list of three references with contact information should also be included, along with a statement indicating whether or not you are legally able to work in Canada. Applications will be considered at any time until the positions are filled. Please send your curriculum vitae for updates on the status of each faculty position. Applications should be sent by mail, courier or email, to: Head, Department of Civil Engineering, University of British Columbia, 6250 Applied Science Lane, Vancouver, BC, Canada, V6T 1Z4; Email for: [adiff/civilu.ubc.ca](mailto:adiff/civilu.ubc.ca). The positions are subject to final budgetary approval. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority.

**■ CIVIL & ENVIRONMENTAL ENGINEERING (HYDRAULICS) — University of Waterloo.** The Department of Civil & Environmental Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position in the area of Environmental Hydraulics at the Assistant or Associate Professor rank. The successful candidate should be advancing theoretical, laboratory and field research in areas including, but not limited to, river hydraulics, sediment transport, physical modelling, ecohydraulics, groundwater surface water interaction, and/or design of hydraulic structures. Experience in model development, hydraulics and/or modelling of ecological systems and/or design of hydraulic structures would be a desirable asset. The successful candidate must complement the Environmental and Water Resources Engineering Research Group in the Department of Civil & Environmental Engineering, which is comprised of hydraulics, hydrology, hydrogeology, water quality and water treatment research. Applicants should have a PhD in Civil Engineering or a closely related field and be eligible for Professional Engineering registration in the Province of Ontario. Applicants must have proven ability, or potential for excellence, in teaching and research. Salary and experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering including environmental hydraulics and sediment transport. The University of Waterloo encourages applications from all qualified individuals, including indigenous peoples, visible minorities, native peoples and persons with disabilities. However, Canadian and permanent residents will be given priority. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, email addresses, telephone and fax number of at least three references. Mail to Professor Leo Rothenberg, Chair, Department of Civil & Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Further information is provided at the department web site (<http://www.civil.uwaterloo.ca/>). Applications will be considered at any time until the position is filled.

**■ CIVIL & ENVIRONMENTAL ENGINEERING (MECHANICS) — University of Waterloo.** The Department of Civil and Environmental Engineering at the University of Waterloo invites applications for a tenure-track faculty position in the area of engineering mechanics. Candidates should have a strong background and research record in areas such as advanced materials modeling and computational mechanics. Applicants must have potential or proven ability to develop an internationally recognized research program and a strong commitment to teaching at the undergraduate level in areas of solid mechanics and materials. Eligibility for Professional Engineering registration in the Province of Ontario is a requirement. We are seeking a candidate at all levels will be considered with research and teaching experience commensurate with academic accomplishments. The University of Waterloo encourages applications from all qualified individuals, including indigenous peoples, visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, email addresses, telephone and fax number of at least three references. Mail to Professor Leo Rothenberg, Chair, Department of Civil and Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled.

**■ CIVIL & ENVIRONMENTAL ENGINEERING (STRUCTURES) — University of Waterloo.** The Department of Civil and Environmental Engineering at the University of Waterloo invites applications for a tenure-track faculty position in the area of structural engineering. Candidates should have a strong background and research record in areas such as advanced materials modeling and computational mechanics. Applicants must have potential or proven ability to develop an internationally recognized research program and a strong commitment to teaching at the undergraduate level in areas of solid mechanics and materials. Eligibility for Professional Engineering registration in the Province of Ontario is a requirement. We are seeking a candidate at all levels will be considered with research and teaching experience commensurate with academic accomplishments. The University of Waterloo encourages applications from all qualified individuals, including indigenous peoples, visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, email addresses, telephone and fax number of at least three references. Mail to Professor Leo Rothenberg, Chair, Department of Civil and Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled.

speech, audio and video processing), and biomedical signal processing). Mechanical and Control, with a strong background in mechatronics and expertise in the area of control systems; c) Control Systems, with a record of high quality theoretical research and, ideally, expertise in a significant application area. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department are ranked in the Canadian and international applications, with an enrolment of more than 450 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with

the David R. Cherton School of Computer Science), Mechatronics Engineering (offered jointly with the Department of Mechanical & Mechanical Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Department of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights in the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send

a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://ecadmind.uwaterloo.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

**■ ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor in the following areas: a) Computer Engineering with expertise in one or more of these sub-areas: hardware/software co-design, embedded systems with emphasis on hardware, application specific processors, and human/computer interaction with comput-

ation skills and a strong commitment demonstrated ability in classroom instruction. Experience in teaching engineering, technology, science or mathematics courses at the university level is essential; relevant industrial experience is an asset. Registration as a Professional Engineer of Ontario, or eligibility to acquire registration in Ontario, is an essential qualification.

Send an application letter, your curriculum vitae, graduate transcripts, a statement of teaching philosophy, and the names and addresses of three professional references to: Arthur C. Heidebrecht, Executive Director, McMaster-Mohawk Bachelor of Technology Program, CRL 112, McMaster University, Hamilton, Ontario, Canada, L8S 4K1 or at [info@mcmastermohawk.ca](mailto:info@mcmastermohawk.ca) or will be accepted until the positions have been filled.

Appointments will be made as contractually limited and will be made for a period of up to three years. Candidates must have at least a master's degree and preferably a doctoral degree in the field of specialization. Candidates must possess excellent

## McMaster-Mohawk Joint Venture Bachelor of Technology Partnership

# Instructors

The McMaster-Mohawk Bachelor of Technology Partnership invites applications to teach in the following Bachelor of Technology programs:

- a) Automotive & Vehicle Technology
  - b) Biotechnology
  - c) Process Automation Technology
- Descriptions of these programs and their curricula are available on the Bachelor of Technology Partnership site: <http://btech.mcmastermohawk.ca>. Appointments will be made as contractually limited and will be made for a period of up to three years. Candidates must have at least a master's degree and preferably a doctoral degree in the field of specialization. Candidates must possess excellent

All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University is strongly committed to employment equity within its community and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

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COLLEGE OF APPLIED ARTS AND TECHNOLOGY

[www.careers.ualberta.ca](http://www.careers.ualberta.ca)



## Chair, Department of Rural Economy

Applications for the position of Chair, Department of Rural Economy are invited by the Faculty of Agricultural, Life and Environmental Sciences at the University of Alberta. Rural Economy, home to 18 full time faculty members, is a top ranked department in Canada with recognized academic strengths and research expertise in applied environmental, resource and agricultural economics as well as in environmental/resource sociology.

The department, with 86 graduate students, has vibrant and growing Ph.D. and M.Sc. programs in Agricultural and Resource Economics, Forest Economics and Rural Sociology. Faculty members engage in disciplinary and cross-disciplinary research within the Faculty, across campus, nationally and internationally attracting over \$3 million in direct research funds annually. The Department has close collaborations with other units on campus, particularly Economics, Sociology and the School of Business. Academic members contribute to a key set of Economics, Sociology and cross-disciplinary courses at the graduate level, and also support the Faculty's core undergraduate programs in environmental conservation, agriculture, forestry, nutrition & food, and agribusiness & food business management. Additional information about the Department is available at <http://www.ales.ualberta.ca/>. Chair candidates will exhibit commitment to achieving excellence in undergraduate teaching, graduate teaching, research, University enrichment and outreach to society. The candidate will bring inspired mentorship, leadership, vision, strategic planning, and management to this department and manage liaisons within the Faculty, University and with external partners. The Chair will be a team builder who is an open and supportive administrator with a demonstrated ability to secure resources, to manage university staff, and to support continued growth and excellence in research and teaching. The successful candidate will have a doctorate and a strong track record in

research, teaching, and graduate student supervision that complements the department's areas of strengths.

Located in Edmonton, Alberta, Canada, the University of Alberta is recognized nationally and internationally for educational and research excellence, offering a broad range of outstanding programs. The U of A is the 5th largest and one of Canada's premier teaching and research intensive universities serving over 38,000 students, with more than 11,000 faculty and staff. The U of A, as articulated by the University of Alberta's President's vision, is committed to being a "great research and teaching institution that offers leaders of tomorrow an opportunity to study at a level competitive with the world's finest universities." It ranks third in research funding for Canadian universities and its faculty have received more national 3M Teaching Fellowships (Canada's top award for undergraduate teaching excellence) than any other university in Canada. Information about the University of Alberta and its plans for the future are at <http://www.ualberta.ca/>.

Edmonton is the capital of Alberta and its metropolitan population is over one million. It is home to more than 30 festivals a year and Edmonton's river valley is one of the world's largest urban parks. With highly ranked health and public education systems, a mild climate and the Rocky Mountains close by, Edmonton offers an outstanding quality of life.

The competition will remain open until the position is filled, however, review of applications will commence August 15, 2008. The start date is negotiable.

Applications including curriculum vitae, the names of three references, and a two-page vision statement for this position, may be sent to the contact below.

Dr. John Kennelly, Dean  
Faculty of Agricultural, Life and Environmental Sciences  
University of Alberta  
Edmonton, Alberta, Canada T6G 2P5

All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



## CAREERS CARRIÈRES

er engineering perspective; b) VLSI with special interests in wireless communication VLSI circuits and systems, or circuits in emerging technologies; c) Information Security and Assurance with special interests in the security of software, systems, network or closely related areas. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 450 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Chertson School of Computer

Science), Mechanical Engineering (offered jointly with the Departments of Mechanical & Mechanical Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights in the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research

and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://ecsdsm.uwaterloo.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

**ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor in the following areas: a) Nano/Electro-Mechanical Systems leading to biochip and related medical applications; b) Next generation patterning techniques in the nanoscale and advanced lithographic techniques for nano fabrication; c) Low dimensional quantum structures leading to potential applications

at the device level; d) Radio Frequency Micro-Electro-Mechanical Systems (RF-MEMS) including integrated systems; e) Integrated bio-medical and RF nanoscale devices; f) Large area electronics with applications in thin film technologies at both material and device levels and potential expansion into bio applications. The ECE department is home to the Gigahertz-Nano Laboratory (<http://ece.uwaterloo.ca/~a-sidic>) and the Centre for Integrated RF Engineering (<http://www.cirf.uwaterloo.ca>), both excellent fabrication and characterization facilities with state-of-the-art infrastructure. In addition to these existing facilities, the ECE department will also be an active partner of the Quantum Nano Centre (QNC), a new, \$100M teaching and research facility to be completed by year 2010. Applicants should have earned a doctoral degree in Electrical Engineering, Engineering Physics, or a closely related discipline. Applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 450 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Chertson School of Computer

Science), Mechanical Engineering (offered jointly with the Departments of Mechanical & Mechanical Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights in the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research

and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://ecsdsm.uwaterloo.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

number of new initiatives — from new Professors and Professors with significant support from local companies to new projects based on undergraduate teaching — have created an exciting work environment. The Institute for Computing, Information and Cognitive Systems, partly funded by the Canada Foundation for Innovation (CFI), provides state-of-the-art laboratories for interdisciplinary research in a number of areas. Significant startup funding to new faculty could be offered through CFI, the Canada Research Chairs Program and other sources. The department currently has approximately 50 faculty members and 375 graduate students; it has undergone a major expansion that has allowed critical masses of researchers to develop in selected areas. The closing date for applications is July 31, 2008. These positions are subject to final budgetary approval. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply, however, priority will be given to Canadian citizens and permanent residents of Canada. The nature of an appointment as faculty member and the criteria for achieving promotion and tenure are available at <http://www.ubc.ca/faculty/positions/employment.html>. Application Process: To apply, please send an email to [jobs@ece.ubc.ca](mailto:jobs@ece.ubc.ca) with subject line "Application for Faculty Position". Please attach to your email two separate files in Portable Document Format (PDF) your cover letter indicating, at a minimum, the question(s) for which you are applying and the names of three references. The body of the email will not be seen by the committee members. Due to the anticipated volume of applications, our ability to keep applicants apprised of the status of their applications is very limited. You may anticipate the following communications from us regarding your application: 1) an email response confirming the receipt of your application; 2) if you are short listed for one of the positions, an email inviting you to make arrangements for an interview and if you are selected for one of the positions, an email confirming the terms and conditions of offer as established during your negotiations with the Head of the Department. A formal job offer will also be forwarded. We thank you, in advance, for your interest in UBC Electrical and Computer Engineering.

**ENGINEERING — Memorial University of Newfoundland.** The Faculty of Engineering and Applied Sciences, Memorial University of Newfoundland, invites applications for a regular term appointment in the field of Electrical Engineering. Candidates must have a demonstrated aptitude for integrating engineering design into courses in their area of expertise. Desired areas of expertise include, but are not limited to, analog electronics with a focus on either renewable energy systems or RF design. Candidates should have an earned PhD degree in Electrical Engineering, or a cognate area. The appointment will be for a 3-year term at the rank of Assistant Professor and salary will be commensurate with the successful applicant's qualifications. The successful candidate will be expected to participate in the academic programs of the Faculty, including teaching undergraduate and graduate

[www.yorku.ca/acadjobs](http://www.yorku.ca/acadjobs)

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Osgoode Hall Law School is one of the common law world's leading faculties of law. Osgoode is committed to setting the standard for excellence in legal education and legal scholarship. Our innovative teaching program fosters a strong foundation in legal reasoning, diverse perspectives on law, and an understanding of law's transformative role in promoting a just society. Osgoode produces original and significant legal scholarship, and prepares its graduates for leadership and service within the profession and beyond. Further information about Osgoode Hall Law School can be found at [www.osgoode.yorku.ca](http://www.osgoode.yorku.ca).

## Osgoode Hall Law School FACULTY APPOINTMENTS

Applications are invited from excellent scholars for faculty appointments in all areas of law and legal studies, effective July 1, 2009, subject to final budgetary approval. For complete details, updates and application procedures, please visit our website at [www.osgoode.yorku.ca](http://www.osgoode.yorku.ca).

Osgoode Hall Law School is committed to equality and diversity. The Law School has an Employment Equity Plan which aims to ensure that our faculty is reflective of the four designated social groups identified in the federal Employment Equity Act: women, visible minorities, Aboriginal persons, and persons with disabilities. The Law School not only welcomes applications from members of these groups but also encourages candidates to self-identify as a member of one of the above identified groups at the time of application at any stage after submitting their applications. All qualified candidates are encouraged to apply, however, in accordance with HRCSD regulations, Canadian citizens and permanent residents will be given priority.

OSGOODE

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McGill

### Faculty of Medicine

#### Faculty Positions in Biomedical Research McGill University

McGill University is embarking on a new era of interdisciplinary research in the life sciences with the opening of more than 150,000 sq ft of state-of-the-art research facilities in the newly constructed Bellini Life Sciences Centre and the Cancer Pavilion. These new buildings bridge the Stewart Biology Building to the McIntyre Basic Sciences Complex Building creating an interconnected McGill University Life Sciences Complex that houses a dynamic research community of over 200 biomedical research teams. These new facilities include contemporary core facilities for flow cytometry, high throughput and high content screening, hybridomas, imaging, mass spectrometry, NMR, X-ray crystallography and histology. They also include a new animal facility that is equipped for transgenic studies and for working with BL-3 level pathogens. See <http://www.lifesciencescomplex.mcgill.ca/>

The focus of this expansion is to create interdisciplinary teams that will push the boundaries of research in the following areas: Chemical Biology, Complex Traits, Development, Cell Information Systems, and Cancer. This will require the recruitment of up to 12 new faculty members over the next 1-3 years. We invite applications from well-qualified candidates at all stages of their careers who have enthusiasm for multidisciplinary research and are eager to develop novel collaborative approaches to investigating complex biological systems and major human diseases. The successful candidates will be provided competitive start-up packages and will contribute to the research and teaching missions of one or more of the Departments of the Faculty of Medicine including Biochemistry, Physiology, Medicine, Pharmacology and Therapeutics, Microbiology and Immunology, and Anatomy and Cell Biology. We also offer an exceedingly high quality of life in Montreal, one of North America's greatest and most lively cities.

Applicants should have an MD, a PhD or the equivalent and at least three years of postdoctoral research training. Please submit your application electronically by applying on the web at the following site: [http://www.mcgill.ca/academic/rec\\_applicationform.htm](http://www.mcgill.ca/academic/rec_applicationform.htm). In order to complete the application process, you must also send to [facultyfairs.mcgill.ca](mailto:facultyfairs.mcgill.ca) a letter outlining your current and future research interests, a copy of your CV, and the names and addresses of three references.

Candidates would benefit from a working knowledge of both official languages. All qualified candidates are encouraged to apply, however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

[www.mcgill.ca](http://www.mcgill.ca)

### Faculté de médecine

#### Postes de professeur-chercheur en recherche biomédicale Université McGill

L'Université McGill entre dans une nouvelle ère de recherche multidisciplinaire en sciences de la vie avec l'ouverture d'installations de recherche à la fine pointe de la technologie dans le pavillon Francesco Bellini des sciences de la vie et le pavillon de recherche sur le cancer. Ces deux nouveaux bâtiments relient le pavillon Stewart des sciences biologiques au pavillon McIntyre des sciences médicales. Les quatre pavillons forment le Complexe des sciences de la vie de l'Université McGill qui accueille une communauté dynamique formée de plus de 200 équipes de recherche biomédicale. Les nouveaux centres de recherche ont une superficie de plus de 150 000 pi<sup>2</sup> et sont dotés d'installations de base modernes pour la cytométrie en flux, les criblages à haut débit et à haut contenu d'information, la production d'hybridomes, l'imagerie, la spectroscopie de masse, la radioisotopographie et l'histologie. Ils abritent aussi une annexe équipée pour les travaux de transgénèse et les travaux sur des pathogènes exigeant un niveau de biosécurité 3. Voir <http://www.lifesciencescomplex.mcgill.ca/>

L'objectif de cette expansion est de créer des équipes multidisciplinaires qui vont repousser les limites de la recherche dans les domaines suivants : biologie chimique, traits complexes, développement, systèmes d'information cellulaire et cancer. Ceci exige la embauche d'une douzaine de nouveaux professeurs-chercheurs d'ici 1 à 3 ans. Nous sommes à la recherche de candidats qualifiés, quel que soit leur niveau d'expérience, qui se passionnent pour la recherche multidisciplinaire et qui sont déterminés à trouver des approches novatrices et concertées pour l'étude des systèmes biologiques complexes et des principes. Les candidats retenus rejoindront des équipes de pointe de démonstration concurrentielles et contribueront à la mission de recherche et d'enseignement de plusieurs départements de la Faculté de médecine, dont les suivants : biochimie, physiologie, médecine, pharmacologie et thérapeutique, microbiologie et immunologie et anatomie et biologie cellulaire. Montréal, l'une des villes les plus agréables et animées en Amérique du Nord, offre également une qualité de vie remarquable.

Les candidats doivent détenir un M.D., un Ph.D. ou l'équivalent, et avoir au moins trois ans de formation en recherche au niveau postdoctoral. Veuillez déposer votre demande en ligne sur le site suivant [http://www.mcgill.ca/academic/rec\\_applicationform.htm](http://www.mcgill.ca/academic/rec_applicationform.htm). En outre, vous devez envoyer à [facultyfairs.mcgill.ca](mailto:facultyfairs.mcgill.ca) une lettre dans laquelle vous décrivez vos intérêts de recherche actuels et futurs, une copie de votre cv, ainsi que le nom et l'adresse de trois personnes pouvant fournir des références.

Une connaissance pratique des deux langues officielles serait utile aux candidats. Toutes les personnes admissibles sont encouragées à poser leur candidature. Cependant, conformément aux règlements canadiens en matière d'immigration, la priorité sera accordée aux citoyens canadiens et aux résidents permanents du Canada. L'Université McGill soutient pleinement l'équité en matière d'emploi.



# CAREERS CARRIÈRES

courses, developing undergraduate laboratories, supervising research projects, other educational, scholarly and professional activities. Candidates are required to have skills and interest in research, a strong commitment to the development of appropriate research collaborations with industry, government institutions, and other university researchers. A successful candidate should be eligible to register as a professional engineer in Newfoundland and Labrador. The Electrical and Computer Engineering discipline has well-established cooperative undergraduate programs in both Electrical Engineering and Computer Engineering, as well as active graduate and research programs. For information on the Faculty of Engineering and Applied Science, visit [www.engr.mun.ca](http://www.engr.mun.ca). Memorial University is the largest university in Atlantic Canada.

As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 15,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. For further information about the position, please view the website at [www.mun.ca](http://www.mun.ca). Applicants should send a curriculum vitae, the names of three referees and a signed statement of teaching and research interests. Copies of three relevant technical publications should also be included, forwarded to: Dr. R. Venkatesh, Acting Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X5; Fax: (709)737-8975; Reference: ENGI2008-05. Deadline to receive applications is July 4, 2008. The position is subject to a satisfactory approval. Memorial University of Newfoundland is committed to employment equity and encourages applications from all qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified applicants are encouraged to apply. However, Canadian and permanent residents will be given priority.

■ **ENGLISH — University of New Brunswick.** The Department of English at the University of New Brunswick in Fredericton invites applications for a probationary tenure-track appointment as an Assistant Professor, in American Fiction, effective 2 July 2009 and subject to final budgetary approval. Candidates should hold a PhD in English (or be close to completing one), with a specialization in American Fiction; strong qualifications in a secondary field within English Studies; a strong asset. Interested individuals should send three referees to send letters and should themselves forward a letter of application, a detailed curriculum vitae, and a sample of their scholarly work to: Dr. Roger Proulx, Chair, Department of English, University of New Brunswick, PO Box 4400, Fredericton, NB, E3B 5A3 by October 15th, 2008. The Department of English is committed to excellence in teaching and research. In addition to its strong undergraduate programme, the Department offers the MA in English and is highly regarded for its strengths in creative writing at both the undergraduate and MA levels. Its strengths at the PhD level are in Canadian, Early Modern, Postcolonial, and Modern American. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of Employment Equity.

■ **ENVIRONMENTAL SCIENCE — University of British Columbia.** The Department of Earth and Ocean Sciences (EOS) at the University of British Columbia invites applications for a tenure track instructor in the Environmental Science Program (ENSC) <http://www.ensc.ubc.ca> offered within the Department of Earth and Ocean Sciences <http://www.eos.ubc.ca>. We seek an individual to join an existing team in presenting and developing the undergraduate environmental science program. The main responsibility is teaching in the program. In addition, the appointee would work independently and with UBC faculty to develop learning goals, assessments, and pedagogy for courses in the program. Candidates must have a PhD (or MSc in exceptional circumstances) in Environmental, Biological, Earth, Ocean, or Atmospheric Sciences. Demonstrated potential for excellence in undergraduate teaching. Enthusiasm for team teaching. Excellent organizational, interpersonal, and communication skills. A strong personal commitment to environmental science education and an ability to teach fluently in English. Candidates with backgrounds in interdisciplinary environmental science which complement existing departmental expertise are particularly encouraged to apply. Applicants should submit a CV, statement of teaching philosophy and record of teaching effectiveness, and the names and complete contact information (including phone, fax and e-mail) of three referees to: The Head, Department of Earth and Ocean Sciences, The University of British Columbia, 6339 Stores Road, Vancouver, BC, Canada, V6T 1Z4, email: [ENSCsearch@eos.ubc.ca](mailto:ENSCsearch@eos.ubc.ca). Applications will be received until 9th September, 2008. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply, however, Canadian and Permanent Residents of Canada will be given priority. Salary will be commensurate with qualifications and experience.

program in the Atlantic Provinces and of for ACSB accredited degrees at the undergraduate, masters and PhD levels. The Sobey School is located in a modern facility, the Sobey School of Business, the only for classrooms. Excellent teaching resources are provided for research, including the thesis supervision of MSc, MPhil and PhD students. The University of Atlantic has a significant expansion in teaching and research activities within the area of public health. The Master of Public Health (MPH) program was instituted with the Faculty of Applied Health Sciences to complement our existing research-oriented MSc and PhD programs. Beginning in

2006, the Waterloo MPH program is now offering graduate courses and practicum placements to a class of over 100 students. Anticipated program growth should result in a total enrolment of 120-150 MPH students by the end of the current decade. It is expected that the MPH program will soon offer a Specialization in Environmental Health, to complement the existing Sociobehavioural program. Although an appointment at the Assistant/Associate Professor level is anticipated, applicants at the Full Professor level with exceptional records will be given serious consideration. Applicants must have a proven ability for health research in one or more areas that

complement those represented among the epidemiologists participating in the MPH program. Experience in research within the public health system is an asset. Excellent teaching and communication skills are also essential. The earliest effective date is expected to be January 1, 2009 but later appointments are also possible. The closing date for applications is July 31, 2008. Please submit a curriculum vitae, and arrange for at least three signed letters of reference to be sent directly to: Christina Mills, MD, FRCP, MPH Program Leader, Faculty of Health Studies and Gerontology, University of Waterloo, Waterloo, ON, N2L 3G1.

Canada. In accordance with Canadian immigration requirements, citizens and permanent residents of Canada will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

■ **HISTORY — University of New Brunswick.** Subject to budgetary approval, the History Department at the Faculty of Arts at the University of New Brunswick (Fredericton) invites applications for a tenure-track appointment at the rank of Assistant Professor in one of two fields: The History of Visual Culture or the

## Biostatistician Department of Clinical Epidemiology and Biostatistics McMaster University

The Department of Clinical Epidemiology and Biostatistics (CE&B) at McMaster University and the Henderson Research Centre seek an outstanding candidate for a 3-year faculty position in biostatistics (with strong likelihood of renewal) at the Assistant Professor rank. Qualifications include:

- A Ph.D. or equivalent in Biostatistics
- Comprehensive understanding of clinical-trial design, organization and data management; and the regulatory aspects of drug development
- A promising record of research demonstrated by publications in peer review journals

You will join an eminent team of clinician-scientists at the Henderson Research Centre involved in research in thrombosis. Working collaboratively within this team environment, you will provide input in the development, execution and publication of new studies. As you gain a broader understanding of the biologic, clinical, and epidemiologic aspects of thromboembolic diseases, you will be expected to provide general design and analysis contributions at the formative stages of research as well as pursue independent research in methodological development. You will also be a regular contributor to the Health Research Methodology Graduate Program and/or other educational programs at McMaster.

McMaster University is "research intensive" and perennially rated as the most innovative university in Canada. Located mid-way between the Niagara Peninsula and Metropolitan Toronto, it offers an unparalleled social, cultural and recreational living environment, and a challenging academic career in one of Canada's premiere health universities. The Department of Clinical Epidemiology and Biostatistics (<http://www.fhs.mcmaster.ca/ceb>) is world renowned for its pioneering nature and high quality of research and education programs. It provides an exciting academic environment, operating on a collegial model with interdisciplinary research teams and a mentorship program for junior faculty. The Henderson Research Centre (<http://www.hendersonresearchcentre.com/home.aspx>) has one of the leading "bench-to-bedside" thromboembolism research programs in the world.

This position will remain open until a suitable candidate is found. Applicants are invited to submit a curriculum vitae, a statement of research interests and academic goals, and the names of three referees, to: Dr. R. Brian Haynes, Department Chair, Clinical Epidemiology and Biostatistics, Faculty of Health Sciences, 1200 Main Street West, Hamilton, Ontario, Canada L8N 3Z5 Tel. 905-525-9140 ext. 24931 e-mail: [bhaynes@mcmaster.ca](mailto:bhaynes@mcmaster.ca)

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities.



**ACADIA**  
UNIVERSITY

## President and Vice-Chancellor

Acadia University is seeking an exceptional leader to become their next President and Vice-Chancellor.

Founded in 1838, Acadia is a stimulating, vibrant environment, where a dedicated campus community inspires and challenges students to achieve their best. Acadia's reputation for excellence is based on rigorous academic programs, small class sizes, and students' involvement in campus and community life in beautiful Wolfville, Nova Scotia on the Bay of Fundy. Acadia is recognized as one of Canada's premier smaller universities.

The President reports to the Board of Governors and is responsible for carrying out the policies set by the Board and for providing leadership and financial direction for the University. The President will provide leadership in a challenging fiscal environment, bring an innovative and enthusiastic approach to increase enrolment, and work with the academic sector to enhance program delivery and the overall student experience.

Candidates for this important academic opportunity will have exceptional leadership ability, with a track record of accomplishment in senior-level university administration, government or other complex organizations. The next President of Acadia will have an appreciation of and a commitment to the teaching and research activities of the University, and a proven ability to build and motivate effective teams. He or she will possess exceptional communication, interpersonal and relationship-building skills, and a record of being accessible and visible as a leader.

Consideration of candidates will begin in September 2008 and continue until the position is filled. The appointment, for an initial five-year term, begins July 1, 2009. Acadia invites applications from all qualified individuals; however, Canadians and permanent residents will be given priority. Acadia is committed to employment equity in the workplace.

Nominations, applications and expressions of interest should be submitted in confidence to the address shown below.

Janet Wright & Associates Inc.  
174 Bedford Road  
Toronto, Ontario M5R 2K9  
Fax: (416) 923-8311  
[acadapres@jwasearch.com](mailto:acadapres@jwasearch.com)

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# CAREERS CARRIÈRES

History of Colonial America. The successful candidate will work in a small but dynamic department of diverse interests, with an excellent teaching and research profile, and a comparatively large graduate program. Applicants in the field of Visual Culture are encouraged to work across the geographical, temporal and media fields. This includes – but is not limited to – historians of art, photography, film or virtual culture, working on periods from late medieval to contemporary. The successful candidate will teach courses in the history of art and culture in the Department's undergraduate program and participate in the graduate program. The position also offers excellent opportunities to become engaged in the arts community of the University and the Province, including the UNB Bachelor of Applied Arts Program, the NB College of Craft and Design, the NB Museum, The Beaverbrook Art Gallery and others. Applicants in the field of The Colonial Americas are welcome across a broad range of approaches, including historians of colonial and post-colonial literatures, culture, and indigenous contact, as well as those working in political, economic and social fields. The ideal candidate will combine a broad expertise in the 17th and 18th century and help place the Maritime region of Canada within the geopolitical and cultural developments in the Atlantic World. A successful candidate in this field will have the advantage of a world class primary resource in the 'Loyalist Collection' held by UNB over 100 separate record collections, 3400 microfilm reels, and 700 microfiche covering the history of Colonial North America. These two positions constitute the top three priorities of the Department. The decision on which position to fill will be determined by the quality of the applicants. Applicants should have a completed PhD by the date of appointment (1 July 2009). A letter of appointment, curriculum vitae, supporting documents and three letters of reference should be sent to: Dr. Gary Walle, Chair, History Department, University of New Brunswick, PO Box 4400, Fredericton, NB E3B 5A3. Further details of the positions can be obtained by e-mailing [walle@unb.ca](mailto:walle@unb.ca). The deadline for receipt of applications is: 1 December 2008. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

**HISTORY – Saint Mary's University.** The Department of History requests that the successful candidate hold the following position beginning in June. The Department of History at Saint Mary's University invites applications for a tenure track appointment at the Assistant Professor level in Modern Asian History, to begin July 1, 2009. Scholars whose research expertise focuses on any geographic region of Asia other than Japan are invited to apply. Candidates will be expected to possess research skills in an Asian language and participate in all levels of undergraduate teaching; an ability to teach a second Asian subject would be welcome. The successful candidate will be joining a department with a vigorous research culture whose faculty, graduate students, and postdoctoral fellows have made contributions to historical scholarship in a wide range of areas. Our department provides vital support for interdisciplinary programs across the Faculty of Arts, including Asian Studies, Women's Studies, Atlantic Canada Studies, and International Development Studies. We also enjoy a close relationship with the local museum and educational community. For further information visit our web page: <http://www.smu.ca/academics/history>. Applicants must have a completed PhD, or be near completion, and demonstrate considerable promise in teaching, research and scholarly publication. The mission of Saint Mary's University is to offer undergraduate, graduate, and continuing education programs to both fulltime and parttime students; to carry out research and disseminate its results; and to serve the community at the local, regional, national, and international levels. In carrying out its mission, Saint Mary's is guided by a commitment to accessibility, diversity, and the provision of a positive and supportive learning environment. It attaches high priority to promoting the personal as well as intellectual development of students; to encouraging engagement with global issues; and to fostering the spirit of critical inquiry through the effective utilization of teaching and research. Applicants should send a letter of application, a cv, evidence of teaching ability, a writing sample and contact information for three academic referees to the Acting Chair, Department of History, Saint Mary's University, Halifax, Nova Scotia, Canada B3H 3C3, fax: 902-420-5141; email: [history@smu.ca](mailto:history@smu.ca). Applications will be reviewed beginning October 1, 2008. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in Saint Mary's University Collective Agreement.

**KINESIOLOGY – University of Waterloo.** The Department of Kinesiology at the University of Waterloo invites applications at the Assistant Professor level in the area of Musculoskeletal Biomechanics. Areas of research interest may include, but are not limited to, musculoskeletal modeling, gait analysis, impact, vibration exposure, tissue injury, and the study of optimal motor and motor patterns. Applicants should have a fundamental research focus on the study of both healthy and pathological populations with some thought given to clinical application. Successful candidates are expected to have a strong portfolio of scholarly research, including peer-reviewed publications, and provide evidence of potential for excellence in teaching. In addition to advancing a personal research program, candidates will have the opportunity to work as part of a multidisciplinary team engaged in research in human biomechanics. Research opportunities exist not only within the Department of Kinesiology but also within the Faculty of Applied Health Sciences and its multiple health research centres, including the recently established Centre for Research Excellence in Prevention of Musculoskeletal Disorders and the Schlegel-Waterloo Research Institute for Aging. We welcome biomedical applicants from fields such as kinesiology, neurophysiology, engineering and rehabilitation. The Department of Kinesiology is an interdisciplinary department with expertise spanning the social to biological study of human movement. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals. The department offers BSc, MSc and PhD degrees in Kinesiology. Further information about the department can be found at [www.uwaterloo.ca/ky/](http://www.uwaterloo.ca/ky/). Applicants should send a covering letter, including a one page overview of their anticipated 5 year research plan, three references of references, and curriculum vitae to: Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by fax: 519-746-6776 or Email: [mccgill@uwaterloo.ca](mailto:mccgill@uwaterloo.ca). The deadline for applications is July 1, 2008 or until filled. The expected start date for the appointment is August 1, 2008. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

**LAW – University of Toronto.** The University of Toronto, Faculty of Law invites applications from outstanding scholars for one or more tenure-track positions, at the Assistant, Associate or Full Professor rank. The positions are not subject-matter specific and are expected to commence July 1, 2009. We encourage diverse and interdisciplinary approaches to law, and welcome applications from candidates in all fields of legal study. Broad subject-matter areas include: Constitutional and Aboriginal Law; Property Law (including Intellectual Property); Empirical and Sociological Approaches to Law; Legal Theory; Globalization, Transnational and International Law; Local Government Law; Foreign and Comparative Law; Corporate and Commercial Law/Law and Economics. The successful candidate will have completed or be close to completing graduate studies in law or a related field, preferably at the doctoral level, and will have demonstrated excellence in research and teaching. Salary will be commensurate with experience and qualifications. The University of Toronto, Faculty of Law is one of the world's great law schools. The University is dedicated to the goal of building a culturally diverse and pluralistic faculty committed to research and teaching. The Faculty of Law offers opportunities for collaborative and interdisciplinary research and teaching, the excitement of working with a diverse student population, and actively encourages innovative scholarship. As the economic and intellectual hub of Canada, Toronto provides access to policy and research at all levels, and is a vibrant, cosmopolitan and safe city. The closing date for applications is July 1, 2008. Applications will be accepted electronically on our website between May 1st and July 1st, 2008 by logging on to [www.lawutoronto.ca/faculty\\_recruitment](http://www.lawutoronto.ca/faculty_recruitment). Applicants must submit a detailed covering letter which identifies the applicant's areas of interest in research and teaching as well as a brief research plan, a cv, copies of all law and graduate transcripts, two sample publications, and a teaching dossier, where relevant. We also require at least three signed letters of reference, to be sent directly by referees, by email to [lawrecruitment@utoronto.ca](mailto:lawrecruitment@utoronto.ca) or by mail.

**LEGAL STUDIES – York University.** York University's Osgoode Hall Law School, one of the common law world's leading faculties of law, has opportunities for faculty in all areas of law and legal studies, to commence July 1, 2009. See our ad in this issue. The Career section. Visit our website at [www.osgoode.yorku.ca](http://www.osgoode.yorku.ca).

**MANAGEMENT (BUSINESS COMMUNICATIONS) – Dalhousie University.** The School of Business Administration invites applications for a ten-month limited-term appointment in the Department of Business Communications, at the rank of Lecturer or Assistant Professor, commencing August 1, 2008. Applicants must have a Master's degree (preferably in English, Journalism, Communications, or Public Relations); a PhD is preferred. Experience in teaching and writing (post-secondary or communications) at the post-graduate level is also required. Academic excellence in writing in business and/or government environments will be considered a plus. The successful candidate's primary responsibilities will be to teach six sections of Business Communications (written and oral) at the undergraduate level. The applicant will work closely with the coordinator of the Business Communications course to teach from a common syllabus, plan common assignments, and use common evaluation instruments. The successful candidate will be expected to engage in research and scholarly publication. Minimum qualifications are evidence of the Faculty of Management, which has a strong commitment to students' development and interdisciplinary research and learning. Thus, the successful candidate will have opportunities to work with kindred colleagues in the sister schools of Public Administration, Information Management, and Resource and Environmental Studies within the Faculty. Information about the Dalhousie School of Business and its programs may be found at <http://sba.dal.ca>. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given priority. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. Applicants should send a cv, arrange for three letters of reference to be sent directly from the referees, copies of their previous teaching evaluations (if any), and a statement of teaching and research interests to Ms. Virginia Cairns ([vcairns@dal.ca](mailto:vcairns@dal.ca)), School of Business Administration, Dalhousie University, Kenneth C. Rowe Management Building, 6100 University Avenue, Halifax, Nova Scotia, Canada, B3H 3J5, no later than June 30, 2008.

**MECHANICAL ENGINEERING – University of New Brunswick.** The University of New Brunswick, Department of Mechanical Engineering, invites applications for a tenure stream appointment at the rank of Assistant Professor level with specialization in Manufacturing and Materials. Duties in the Department include teaching undergraduate courses in the Mechanical Engineering curriculum, developing courses in the area of the applicant's research specialty at the senior undergraduate and/or graduate level, supervising graduate students and conducting research. The Department currently has approximately 300 undergraduate students, 45 full-time graduate students, and an Advanced Plastics Manufacturing Laboratory that specializes in injection molding. Further information about the Department can be found at [www.unb.ca](http://www.unb.ca). The appointee must have completed an earned doctorate in Mechanical Engineering, with experience in Manufacturing and Materials. Demonstrated achievements in research and teaching will be an asset. The appointee shall be eligible and willing to become a registered Professional Engineer in the Province of New Brunswick. Applications, including a curriculum vitae, a teaching dossier (if available), a brief research proposal, and the names of three academic referees, should be sent to: Professor Gordon Holloway, P.Eng., Chair, Department of Mechanical Engineering, University of New Brunswick, PO Box 4400, Fredericton, NB E3B 5A3; Fax: (506)453-5025; Email: [meceng1@unb.ca](mailto:meceng1@unb.ca). Position is available July 1, 2008. Review of applications will begin immediately and continue until the position is filled. All qualified candidates are encouraged to apply. Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of Employment Equity.

**MEDIA STUDIES – University of Western Ontario.** The Faculty of Information and Media Studies (FIMS) at the University of Western Ontario invites applications for a full-time, limited-term appointment at the rank of Lecturer or Assistant Professor, for a term of up to two years. The position begins July 1, 2008. The successful candidate will teach six half courses per academic year and carry out assigned duties related to committee and other service within the faculty, but will not be expected to engage in research and scholarly publication. Minimum qualifications are evidence



**QUEEN'S UNIVERSITY**  
Kingston, Ontario, Canada

## Tenure Track Positions Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for positions in Accounting, Finance, Managerial Economics, Marketing, Organizational Behaviour/ Human Resources, and Strategy/Business Policy/Innovation/New Ventures (Assistant, Associate or Full Professor levels).

**QUALIFICATIONS:** Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

**COMPENSATION:** Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development.

**INSTITUTION:** Queen's University has a long and rich tradition of academic excellence, dating back to a royal charter granted by Queen Victoria in 1841. Queen's School of Business is one of the world's premier business schools, with an outstanding reputation for innovation and quality. Our MSc and PhD programs in Management attract highly qualified research-oriented students in seven different fields of study. Our undergraduate Commerce program attracts academically strong students with high leadership potential, and is widely viewed as the country's best undergraduate business program. Queen's has gained international recognition for its MBA and executive education programs. *BusinessWeek* ranks Queen's full-time MBA #1 outside the U.S.; Queen's Executive MBA #1 in Canada and #21 in the world. The *Financial Times* (UK) ranks our open enrolment executive education programs #1 in Canada and #15 in the world. Queen's School of Business is also home to Centres focused on business venturing, corporate social responsibility, knowl-

edge-based enterprise and corporate governance. The School is fully accredited by AACSB International, EQUIS (the accrediting arm of EFMD – the European Foundation for Management Development), and The Association of MBAs. The learning environment at Queen's is supported by outstanding library and computing facilities. More information is at: [business.queensu.ca](http://business.queensu.ca).

**THE CITY:** Kingston, Ontario is a unique Canadian city of 125,000 with a distinct blend of history, recreation, industry and learning. Situated on the shores of Lake Ontario, it is within a two-and-a-half hour drive of Toronto, Montreal, and the nation's capital, Ottawa. Kingston is a thirty minute drive from the international bridge linking Ontario and upstate New York, and another ninety minutes from Syracuse, New York.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at: [qufa.ca](http://qufa.ca).

The effective date of the appointment will be July 1st, 2009, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation, teaching evaluations and a sample publication, thesis proposal or completed thesis, electronically to: [deansoffice@business.queensu.ca](mailto:deansoffice@business.queensu.ca)

**Dr. Brent Gallupe, Associate Dean**  
Queen's School of Business – Rm. 346 Goodes Hall  
Kingston, Ontario K7L 3N6

[www.business.queensu.ca](http://www.business.queensu.ca)

## SF SIMON FRASER UNIVERSITY THINKING OF THE WORLD LIFE SCIENCES LECTURER/SENIOR LECTURER

Simon Fraser University is internationally recognized for research and teaching excellence in the liberal arts and sciences, and for innovative interdisciplinary and professional programs. The new Faculty of Health Sciences has been created to further this reputation. To support our innovative graduate and undergraduate programs in public and population health, we are currently seeking a Lecturer/Senior Lecturer in Life Sciences.

As a Lecturer/Senior Lecturer at SFU, the successful applicant shall provide the services of an expert university teacher having full responsibility for the preparation and instruction of courses, including laboratory courses, and for curriculum development. Demonstrated teaching and technical experience in Biochemistry, Physiology, Pharmacology, Microbiology, Cellular and Molecular Biology in both lecture and lab courses is highly desirable. Teaching will be at both the lower and upper division undergraduate levels. Candidates must have a PhD in a relevant area of the life sciences. Post-doctoral training and professional teaching experience are also desirable.

Information about this position and the Faculty of Health Sciences can be found at [www.fhs.sfu.ca](http://www.fhs.sfu.ca)

Applications will be considered starting June 30, 2008, however the position will remain open until filled.

Successful applicants will have demonstrated teaching excellence.

Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Positions are subject to final budgetary approval.

Under the authority of the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: [http://www.sfu.ca/vpacademic/Faculty\\_Openings/Collection\\_Notice.html](http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html)



**NATIVE STUDIES** — Brandon University is a leader in providing a wide range of programs in both full- and part-time studies in arts, sciences, education, music, and health studies. We are currently seeking applications for Brandon University also offers professional and Masters programs, as well as certificate and diploma programs in programs in a personalized learning environment. The Department of Native Studies in Brandon University is seeking an individual, subject to bid. The PhD is preferred but AGO applicants will also be considered. The successful candidate will be able to teach all levels of Native Studies courses, as well as courses in one or more of the following areas: Native History, Native Governance, or Native Literature, Arts, or research specialization in one area. Salary commensurate with experience and qualifications. Experience. The start date is August 1st, 2009 (or on availability). Deadline for applications: July 15, 2009. For more information, if the position is filled, interested candidates should forward their curriculum vitae, cover letter, and a recent photograph to the dossier including course evaluations, and a sample publication (Dr. Steve Robinson, Department of Native Studies, 270-18th Street, Brandon, Manitoba, Canada, R7A 6A9 or by email to [steve.robinson@brun.ca](mailto:steve.robinson@brun.ca)). For more information about Brandon University please visit our web site: [www.brun.ca](http://www.brun.ca). No agencies. The University of Manitoba, therefore, this advertisement is directed primarily to Canadian Citizens and permanent residents.

**■ NANOTECHNOLOGY ENGINEERING —** University of Waterloo. The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology.

### Faculty Positions in Medical/Clinical Microbiology

The University of Alberta Faculty of Medicine, Department of Pathology and Laboratory Medicine and the Provincial Public Health Laboratory (ProvLab Alberta) invite innovative, dynamic and experienced microbiologists to apply for two full-time academic positions at the Edmonton location of Alberta's Provincial Public Health Laboratory. Operating on two sites (Edmonton and Calgary), and supporting provincial and regional public health programs, core functions of the Public Health Laboratory include: diagnostic testing including reference testing and population –based screening, laboratory-based surveillance, education, and –research and development. At the Edmonton site the public health laboratory collaborates with acute care microbiology services for the University of Alberta Hospital, Stollery Children's Hospital, and Cross Cancer Institute.

**Medical Microbiologist (two positions):** The successful candidates for the positions will have experience and research interests in one or more of the following areas: mycobacteriology, vaccine preventable bacterial infection, antimicrobial resistant organisms, reference mycology or reference parasitology

Qualifications include a M.D. or Ph.D. and certification in medical clinical microbiology, or equivalent experience. Reporting to the Director of the Provincial Laboratory, the successful candidates will also be required to participate in the undergraduate and post-graduate programs of the University of Alberta, and to develop and maintain research programs complementing the service activities of the Laboratory. Academic rank and salary will be commensurate with experience.

Please submit curriculum vitae, a statement of research interests and clinical experience, and arrange to have three letters from referees sent directly to:

Dr Jutta Preiksaitis M.D., FRCP(C)  
Medical Director  
Provincial Public Health Laboratory  
1B1.17 WMC, 8440-112 Street  
Edmonton, Alberta T6G 2J2  
e-mail: j.preiksaitis@provlab.ab.ca

**Deadline: July 1, 2008**

*The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.*

## Tenure-track Position Mechanical Engineering

The Department of Mechanical Engineering at Dalhousie University invites applications for a probationary tenure-track position in the following area: **computational solid mechanics**. (see <http://www.me.dal.ca>).

The appointment is expected to be at the Assistant Professor level. The successful candidate will be expected to teach courses at the undergraduate and graduate levels, to maintain and develop teaching laboratories, and to establish a vigorous and externally-funded research program. Candidates must have a Bachelor of Mechanical Engineering degree and an earned Doctorate in Engineering. Candidates are expected to have an outstanding academic record, excellent communications skills and teaching ability. Eligibility for registration with Engineers Nova Scotia is essential. Industrial experience will be considered an asset.

Applications, including a curriculum vitae and a statement of teaching and research interests should be sent by July 30, 2008 to:

**Dr. Marek Kujath, Chair of the Search Committee**  
Department of Mechanical Engineering  
Dalhousie University  
P.O. Box 1000  
1360 Barrington St.  
Halifax, Nova Scotia B3J 2X4  
CANADA  
e-mail: Marek.Kujath@dal.ca

Three letters of reference should be sent directly by referees to the same address. It is expected that the appointment will be made by January 1, 2009.

*All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.*

UNIVERSITY OF SASKATCHEWAN  
DEPARTMENT OF BIOCHEMISTRY

**WWW.MEDICINE.USASK.CA**

## Assistant Professor in Biochemistry

The Department of Biochemistry invites applications for a tenure-track position at the level of Assistant Professor. Candidates must have a Ph.D. with post-doctoral experience of at least 2 years. The successful applicant is expected to establish a strong, independent and externally funded research program in a biochemical research area linked to metabolic syndromes such as diabetes, obesity, hyperlipidemia, etc. An interest and/or experience in bioinformatics would be an asset. In addition, participation in teaching of both the undergraduate medical and Biochemistry curricula will be required. The successful applicant will have a broad range of collaborative possibilities on campus with scientists in cognate departments and colleges, including the Canadian Light Source ([www.cls.usask.ca](http://www.cls.usask.ca)) and the Saskatchewan Structural Sciences Centre ([www.usask.ca/sssc](http://www.usask.ca/sssc)).

Please submit both electronic and signed hard copy of the application, including curriculum vitae, names, addresses and email addresses of three referees; and a statement on research interests and of previous teaching experience to: Dr. R.L. Khandelwal, Department of Biochemistry, College of Medicine, University of Saskatchewan, 107 Wiggins Road, Saskatoon, SK S7N 5E5 Canada. Phone: (306) 966-4368. Fax: (306) 966-4390. Email: [ramil.khandelwal@usask.ca](mailto:ramil.khandelwal@usask.ca). Website: [www.medicine.usask.ca](http://www.medicine.usask.ca).

The closing date for receipt of applications is **July 1, 2008**. The effective date for appointment is January 1, 2009.

*All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications.*



## CAREERS CARRIÈRES

Tenure-track Position  
Epidemiology

The Division of Community Health & Humanities, Faculty of Medicine, Memorial University is inviting applications for a tenure track position in **Epidemiology**

The appointment will be at the Assistant Professor level although initial rank and salary will commensurate with qualifications and experience.

Candidates are expected to possess a PhD in epidemiology or an MD with a Masters Degree in epidemiology or related areas. Candidates are expected to teach graduate courses and demonstrate the ability to develop a productive research program supported by external funding. Individuals who are currently in the later stages of their PhD training are also encouraged to apply.

"A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. (If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree.)"

Applications should be addressed to: Dr. Catherine Donovan, Acting Associate Dean c/o Brenda Hillier, Senior Secretary, Division of Community Health & Humanities, Faculty of Medicine, Memorial University of Newfoundland, A1B 3V6. Applications can be submitted electronically to [brenda@mun.ca](mailto:brenda@mun.ca).

The application package should include a cover letter highlighting qualifications and interests relating to this position, a curriculum vitae, copies of three referees, and two samples of scholarly writing. Please quote reference number VPA MEDI-2007-002.

The closing date for applications is **July 31, 2008**. Appointment will commence as soon as possible.

The Faculty of Medicine is located in the Health Science Centre on the campus of Memorial University. This facility also houses the Schools of Pharmacy and Nursing, the Health Science Library, the General Hospital, the H.Bloss Murphy Centre, and the Janeway Children's Hospital. The integrated complex has allowed for close working relationships in both research and teaching among the Faculties of Medicine and the Schools of Nursing and Pharmacy.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning. St. John's is a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

For more information on this position visit the web site [www.med.mun.ca/comhealth](http://www.med.mun.ca/comhealth)

MEMORIAL  
UNIVERSITY

couraged to apply. Short-listed candidates will be expected to provide copies of credentials at the time of interview

## P

■ **PATHOLOGIE ANATOMIQUE** — Université McGill. Le département de pathologie de l'Université McGill, et du Centre universitaire de santé McGill (CUSM) est à la recherche de candidatures pour des postes permanents en pathologie anatomique. Ces postes s'adressent à des pathologistes débutants et expérimentés en milieu universitaire. Les candidats intéressés participent à des travaux diagnostiques généraux et à l'enseignement dispensé aux résidents et aux étudiants en médecine. Les candidats doivent avoir fait au moins un an d'une formation complémentaire (i.e. fellowship) dans une spécialité en pathologie. Nous offrons la possibilité d'effectuer de la recherche coopérative ou indépendante et nous encourageons celle-ci. Les candidats doivent être titulaires d'un certificat de spécialiste en pathologie anatomique du Collège royal des médecins et chirurgiens du Canada ou de l'American Board of Pathology.

Toutes les personnes intéressées sont invitées à poser leur candidature; cependant, conformément aux exigences du Canada en matière d'immigration, la priorité sera accordée aux citoyens canadiens et aux résidents permanents du Canada. L'Université McGill soutient pleinement l'égalité et la diversité en matière d'emploi. Par conséquent, nous encourageons la candidature de toute personne appartenant aux groupes suivants: Autochtones, minorités visibles, minorités ethniques, personnes handicapées, femmes, minorités d'orientation ou d'identité sexuelle ou toute autre personne pouvant contribuer à la diversité de l'Université McGill. Les candidats titulaires d'une connaissance pratique des deux langues officielles (le français et l'anglais). Veuillez faire parvenir votre lettre de demande d'emploi, un curriculum vitae à jour ainsi que le nom et les coordonnées d'au moins trois personnes qui peuvent fournir des références, à l'adresse suivante: Dr David G. Haggert, Professeur et directeur, Département de pathologie, Université McGill, 3775, rue University, salle B6, Montréal (Québec) Canada, H3A 2B4; Tél.: (514) 398-7192, poste 00515; Téléc.: (514) 398-3465; Courriel: [laura.bordaberrill@mcgill.ca](mailto:laura.bordaberrill@mcgill.ca)

■ **PATHOLOGIE MOLECULAIRE** — Université McGill. Le département de pathologie de l'Université McGill et le Centre universitaire de santé McGill (CUSM) lancent une invitation à poser sa candidature au poste de chercheur en pathologie moléculaire. Nous invitons les personnes suivantes à poser leur candidature: 1) Pathologistes possédant de l'expérience en enseignement universitaire et un diplôme en pathologie anatomique reconnu par le Collège royal des médecins et chirurgiens du Canada ou l'American Board of Pathology, ainsi que de la formation ou de l'expérience en pathologie moléculaire; 2) Scientifiques possédant un doctorat en biologie moléculaire ou dans une discipline équivalente et de l'expérience dans l'établissement de diagnostics en pathologie moléculaire. La personne retenue dirigera le laboratoire de pathologie moléculaire CUSM, participera aux activités d'enseignement supérieures d'étudiants et de résidents en médecine et collaborera à des recherches avec des spécialistes ou des collègues. Si cette personne est pathologiste anatomique, elle établira également de diagnostics généraux. Un candidat exceptionnel pourrait aussi être admissible à une Chaire de recherche du Canada (CRC) en pathologie. L'obtention d'une CRC constitue une nomination importante qui est généralement associée à un poste à temps plein à l'Université McGill et assortie de soutiens financiers et structurels de la Fondation canadienne pour l'innovation. Toutes les personnes qualifiées sont invitées à poser

leur candidature; cependant, conformément aux exigences du Canada en matière d'immigration, la priorité sera accordée aux citoyens canadiens et aux résidents permanents du Canada. L'Université McGill soutient pleinement ses principes d'équité et de diversité en matière d'emploi. Par conséquent, nous encourageons la candidature de toute personne appartenant aux groupes suivants: Autochtones, minorités visibles, minorités ethniques, personnes handicapées, femmes, minorités d'orientation ou d'identité sexuelle ou toute autre personne pouvant contribuer à la diversité de McGill. Les candidats titulaires d'une connaissance pratique des deux langues officielles (le français et l'anglais). Veuillez envoyer votre lettre de candidature, accompagnée d'un curriculum vitae récent et du nom et de l'adresse de trois références d'emploi à la personne suivante: Dr David G. Haggert, professeur et directeur, Département de pathologie, Université McGill, 3775, rue University, bureau B6, Montréal, QC, H3A 2B4, Canada; Tél.: 514 398-7192, poste 00515; Téléc.: 514 398-3465; Courriel: [laura.bordaberrill@mcgill.ca](mailto:laura.bordaberrill@mcgill.ca)

■ **PHILOSOPHY** — Université de Waterloo. The University of Waterloo Centre for Knowledge Integration invites applications for a tenure track position at the rank of Assistant Professor. Area of scholarship is open, but a commitment to interdisciplinary undergraduate education is essential. Applicants are expected to have a completed PhD in Philosophy by the time of the appointment commences, some teaching experience and a strong record of scholarship. The position entails supervising students in the Department of Philosophy. Duties include undergraduate teaching in the new undergraduate degree program in Knowledge Integration, graduate teaching and graduate supervision in the Department of Philosophy. The closing date for applications is November 30, 2008



The University of Western Ontario

The Centre for Environment  
and Sustainability

## Director

Environment and sustainability constitute an interdisciplinary area at The University of Western Ontario, with principal participation from the Faculties of Science, Engineering, and Social Science. An ongoing major initiative includes the creation of a new centre for research and teaching in environment and sustainability. The University of Western Ontario now invites applications or nominations for a senior-level faculty appointment as Director of this new Centre. The selected candidate will be appointed either as Professor (with tenure) or Associate Professor (with tenure or tenure-track (probationary), as appropriate). The initial term of the Directorship will be for a period of 5 years. The starting date will be July 1, 2009 or thereafter.

The Faculty of Science (home page <http://www.uwo.ca/sci/>) is host Faculty for the new Centre, and the Faculty of Engineering (<http://www.eng.uwo.ca/>) and the Faculty of Social Science (<http://www.soc.uwo.ca/>) are designated participating Faculties. It is anticipated that the appointment will be made in one of the departments in the Faculties of Science, Engineering, or Social Science. She or he will be expected to lead a vigorous and internationally competitive research program, to supervise graduate and undergraduate student research, and to participate in teaching at the graduate and undergraduate levels. Assigned duties will include the role of Director of the new Centre for Environment and Sustainability. A description of the new Centre and details on some of its associated programs are available on the Faculty of Science web site. The Director will be expected to coordinate and accelerate the development of comprehensive interdisciplinary programs in research, undergraduate education, and graduate studies in environment and sustainability at Western, to raise the profile of the Centre within Canada, and to advance the University's growth in internationalization by fostering collaborative international research and international student experiences in the area of environment and sustainability.

Applications are invited from all interested and qualified individuals. The successful candidate must have an excellent research record in a relevant area and demonstrate the high level of vision, leadership and resourcefulness appropriate to the position of Director.

## Canada Research Chair

The Faculty of Science invites applications or nominations for a Tier II Canada Research Chair in environmental science and sustainability. The selected candidate will be nominated for a Canada Research Chair, and appointment to a tenure-track (probationary) faculty position at the rank of Assistant or Associate Professor will be conditional on the success of this nomination. The starting date will be July 1, 2009 or thereafter.

Environmental science is a major interdisciplinary research theme at The University of Western Ontario, and is being supported by the creation of a new centre for research and teaching in environment and sustainability. Within the Faculty of Science the Biotron building is a world-class facility in experimental climate change research, now being completed with major CFI funding. The Faculty of Science consists of eight departments, and it is anticipated that the appointment will be made in any one of these as home department with some duties assigned to the new Centre for Environment and Sustainability. The Science departments currently having the strongest activities in environmental science are Biology, Earth Sciences, Chemistry, and Physics & Astronomy. There is also environmental science activity in the Department of Geography (Faculty of Social Science) and in the Faculty of Engineering.

Applications are invited from all interested and qualified individuals. Prospective candidates may visit our Faculty of Science home page at <http://www.uwo.ca/sci/> and the Biotron home page at <http://www.biotron.uwo.ca/>. See <http://www.crcs.uwo.ca/> for details concerning the CRC program. The successful candidate must have an excellent research record in a relevant area of science and demonstrate the level of vision, leadership and resourcefulness appropriate to a CRC position. She or he will be expected to lead a vigorous and internationally competitive research program, to supervise graduate and undergraduate student research, and to participate in teaching at the graduate and undergraduate levels.

Candidates for the above positions should submit a curriculum vitae, a research plan, and a teaching dossier and must arrange for at least three letters of reference to be sent to:

Professor David M. Wardlaw, Dean  
Faculty of Science  
The University of Western Ontario  
London, Ontario N6A 5B7, Canada.

Consideration of applications will begin September 2, 2008.

Positions are subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.



Faculty of Forestry  
The University of British Columbia

Canada Research Chair — Tier I  
Natural Resource / Environmental Economics

The Department of Forest Resources Management, Faculty of Forestry, invites applications from outstanding individuals for one full-time, tenured position at the Professor level. As a result of our current directions in undergraduate and graduate programs, and to build on areas of research strength, we are interested in high quality candidates with research expertise applied to Natural Resource/Environmental Economics topics. The successful candidate will provide a focus for Natural Resource/Environmental Economics, integrating across UBC. The applicant must demonstrate a concern about sustainability through work in such fields as forest economics, natural resources economics, ecological economics, environmental economics, agricultural economics or other related fields. Strength in quantitative methods would be an advantage. It is expected that the appointee will have demonstrated leadership ability by having an established research program in a relevant field, teaching experience, an interest in policy issues and an aptitude to enter into public debate concerning economic issues relating to the management of natural resources.

This position is at the Full Professor level; however, outstanding candidates may be considered at the Associate Professor level. Outstanding research, graduate student supervision and teaching records are required for appointment at the CRC Tier I level. Applicants will hold an earned Ph.D. in economics or related field, and will have made significant contributions in major economic journals and public policy fora.

The Department of Forest Resources Management has strong teaching and research programs that embrace the full range of forest management. The Faculty of Forestry, within which the Department is situated, aims to be a leader in Canada, and offers undergraduate education in five programs in Forest Resources Management, Forest Sciences, Natural Resources Conservation, Wood Products Processing and Forest Operations. In addition, through joint appointments, the Department has strong, established ties with Civil Engineering, Geography, Land and Food Systems and the social sciences.

The appointment will be effective July 1, 2009, but an alternative date may be arranged. Salary and rank will be commensurate with experience and qualifications. All University of BC positions are subject to final budgetary approval.

The closing date for applications is September 15, 2008. Interested candidates are asked to submit a curriculum vitae, names of four references, a statement of current and future research interests, a record of teaching effectiveness and three papers most significant and relevant to research interests to:

Heather Akai, Administrator  
University of BC  
Department of Forest Resources Management  
2045, 2474 Main Mall  
Vancouver, BC V6T 1Z4  
Email: [heather.akai@ubc.ca](mailto:heather.akai@ubc.ca)

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.







## COMMENTARY TRIBUNE LIBRE

## Semipro Sports Programs Taint University Tradition

By EARLE F. ZEIGLER

WHEN I CAME TO CANADA in 1949, four university football teams were playing in the Senior Intercollegiate Football League that existed at the time in Central Canada — Toronto, McGill, Queen's and Western Ontario. At Western, John Metras was head coach, Dr. Jack Fairs was backfield coach and I served as line coach. Happily, Western emerged as Canadian champions in both 1949-1950 and 1950-1951.

How times have changed. The official rankings indicate none of the football teams from these four universities are now listed in the top 10. These four universities have presumably maintained their academic standards for student admission and retention — and are not “huying” student-athletes in one way or another just to win games.

Should the present lowly status of the “Big Four” universities vis-à-vis national football standing concern us? It has been reported that Nero fiddled while Rome burned. But then we are not certain he had all of his mental faculties. I would argue we too are “fiddling” while some aspects of university competitive sport are catching fire.

Truly, it is not fair to athletes and coaches when they do well within one league, to have them advance to national play-downs competing with teams from other conferences where athletic scholarships or other financial enticements are the norm. We want our athletes to continue to do the best they can within an educational environment. Semiprofessional sport does not a great university make.

At this time, several potential box-office university sports are seemingly sliding into semiprofessionalism. I have no quarrel with a young person striving for excellence in competitive sport on a semiprofessional or professional basis. Sport is a legitimate aspect of our culture despite the abuses that are increasingly part of the scene.

Unfortunately, cheating and deceit are what have developed with semiprofessionalism in the 20th century for so many young people in commercialized American university sport. These athletes are often underprivileged youngsters who spend so much time on football, for example, that they rarely earn a baccalaureate degree in the allotted four years. I am worried this “U.S. cancer” will spread north of the border.

Because of the excessive pressure exerted when semiprofessionalism in university sport is allowed, there are now reportedly more than 400 substances that may be ingested as many coaches and athletes seek improved performance. Anabolic steroids are just the tip of the iceberg. We shouldn't increasingly place our Canadian university athletes in such a position that, because of pressure to win, they are tempted to experiment with potentially harmful drugs.

Canada generally has done quite well until now. High school instructors and coaches in Canada have, by and large, preserved athletics of an educational nature in their programs for students. Undoubtedly there's been much support from principals and superintendents. I worry that Canadian university and college administrators won't continue to show as much sense — that they may be unduly swayed by wealthy alumni, or government, that from time



Our objective should be solely to profit from the benefits that a sound program of developmental physical activity in sport, exercise and related expressive activities can bring for all people in our country, says Earle Zeigler.

to time seem determined to use universities as training grounds for international elite sport.

Our problem is that there are conflicting forces at work within our federal government and universities that are gradually leading us down the garden path to a Canadian version of the “scholar-athlete,” as identified by both the U.S. National Collegiate Athletic Association and the National Association for Intercollegiate Athletics. Many of our Canadian officials and administrators argue that we are too intelligent and wise to allow the worst elements of the U.S. system to develop within higher education here. This may be true, but I doubt it.

I taught and coached at Yale and administered the physical departments at Michigan and Illinois. I know what developed there. So when I had the opportunity to return to Canada as the first dean of the faculty of physical education at Western in the early 1970s, I heaved a great sigh of relief. I was happy to return to a situation in which the new faculty's undergraduate program, graduate program, intercollegiate athletics program and physical recreation and intramural

program could strive for a concept of “balanced excellence” in an educational environment.

Now, 35 years later, the situation in higher education has changed markedly in all parts of the country. Western has truly been favored because of the quality of its athletic administrators and coaches since the program started. Many individuals have contributed to this unique development. Today, because of social forces and certain professional concerns within the field, we're at a crossroad.

University administrators and faculty members across the land need to be kept on alert to the growing, insidious influence of the media barrage emanating from the U.S. covering the exploits of the majority of universities and colleges where semiprofessional athletics prevails.

As matters are progressing now, the best hope for retention of athletic sanity for some Canadian universities (e.g., those relating to Ontario interuniversity athletics) would be the establishment of a Canadian “Ivy League.” This would leave an assortment of other institutions in the East, West and Quebec selling their “academic souls” for a mess of pottage in a wide-open Canadian league. But, how do the resultant media attention and notoriety of such present endeavor benefit them? Winning football teams may attract attention, but they do not make a great university.

Canadian universities should be wiser than their commercialized U.S. counterparts are with their overall sport programs. Our objective should be solely to profit from the benefits that a sound program of developmental physical activity in sport, exercise and related expressive activities can bring for all people in our country — accelerated, normal, or special.

Canada can do reasonably well in international sport as well as provide healthful physical activity and physical recreation for all its citizens. Achieving such a balance can be done without perverting secondary or higher education. At the university level, we have a sufficient number of problems while we strive to avoid shabbiness because of inadequate support.

Allowing an increasing, unhealthy type of athletic-scholarship mentality to creep into university sport would eventually make us laughable to those who truly understand how it “ought to be.” It would also have a deleterious effect at the lower educational levels.

It's better to be proud and somewhat poorer financially, yet remain honorable and fair as we promote educational and recreational sport for all of our students. ■

Earle Zeigler is emeritus professor at the University of Western Ontario. He is a dual citizen of Canada and the United States and is the author of numerous works on North American human values and ethics. His special areas of interest are education, sport, religion, politics, management, fitness, health, recreation and the future.

A shorter version of this article was published in the Western News, Feb. 7, 2002.

The views expressed are those of the author and not necessarily CAUT.

## University Rankings

From PAGE A2

places whose students are already so well equipped to learn and so highly motivated. Surely it's unfair to praise the University of Oxford for excellent teaching when the truth is that such good students could — and certainly do — learn from teachers of a very wide range of competence.

That's perfectly true. It cuts a bit deeper than that, however, since it is dubious whether the great majority of university teachers, wherever they teach, is anything like as competent as the great majority of schoolteachers. And as for value added, primary schools beats the lot of us. If that were the point, we'd all face some embarrassment. Dig a bit deeper and it gets worse. All league tables give universities credit for being able to demand high A-level or International Baccalaureate grades from their would-be students. How, one may ask, is that a virtue of the university? It reflects two things. One is the difficulty of the courses on offer — no good doing maths at Imperial without the

necessary prior education — and the other is the number of competent applicants you can expect. But we don't in fact set up league tables to rank courses for their capacity to induce terror and despair in their students — although mountaineers do it for how severely climbs will test their nerves and skills — so it's not clear why it's a merit.

Oddly enough, the analogy with the Premiership has begun to worry American commentators. English football has become boring because we can predict the top four or five teams from the size of their managers' cheque-books, and Americans have begun to think the wealth of the Ivy League and Stanford University is beginning to have a deleterious effect on U.S. higher education. They pay so well and offer such good facilities that they can hire away the best faculty from everyone else and they have become so rich that they can lure away the best students with enough bursaries, too. For anyone making less than £70,000 a year, it's cheaper to have your child go to Harvard than to most state universities and much cheaper than sending him or her to a UK university.

But is that a cause for anxiety? Football really is built on

contests between two teams that they cannot both win. Universities don't — though their vice-chancellors and PR flacks may — play against each other in that sense. The only analogy in the academy is research teams trying to be the first to crack the human genome or to find a viable vaccine against malaria, and they are the exceptional instances. Mostly, what we do is to build a collectively constructed intellectual edifice, borrowing one brick from here and another brick from there.

As to the students for whose benefits these league tables are supposedly compiled, they are being had for mugs if they take more than the most minimal notice of them. Only a sceptical reading of prospectuses and visits to watch the place in action will tell them anything worth knowing. ■

Alan Ryan is warden of New College, Oxford University.

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The views expressed are those of the author and not necessarily CAUT.